CV Match Evaluation (1–5 scale per parameter)

Parameter 1
Parameter: Technical Skills Match
Description: Alignment with job requirements (backend, databases, APIs, cloud, AI/LLM).
Weight: 40%
Scoring Guide:
1 = Irrelevant skills
2 = Few overlaps
3 = Partial match
4 = Strong match
5 = Excellent match + AI/LLM exposure

Parameter 2
Parameter: Experience Level
Description: Years of experience and project scale handled.
Weight: 25%
Scoring Guide:
1 = Less than 1 year / trivial projects
2 = 1–2 years of experience
3 = 2–3 years with mid-scale projects
4 = 3–4 years with solid track record
5 = 5+ years / high-impact projects

Parameter 3
Parameter: Relevant Achievements
Description: Impact of past work, including scaling, performance, or adoption improvements.
Weight: 20%
Scoring Guide:
1 = No clear achievements
2 = Minimal improvements
3 = Some measurable outcomes
4 = Significant contributions
5 = Major measurable impact

Parameter 4
Parameter: Cultural / Collaboration Fit
Description: Communication, learning mindset, teamwork, and leadership qualities.
Weight: 15%
Scoring Guide:
1 = Not demonstrated
2 = Minimal
3 = Average
4 = Good
5 = Excellent and well-demonstrated