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| --- | --- | --- |
|  | **Scoring instructions** | **Score reached** |
| **PROCEDURAL SECTION** | |  |
| **Did the candidate need to be reminded of filling out the green questions in this sheet for the purpose of evaluating themselves according to the instructions in the green paragraph above?** | If not: 0 points, if yes: **immediate disqualification.** Lack of attention to detail, no culture fit. We will not be able to proceed with the application of this candidate at this time. | 0 |
| **Did the candidate mention “GitHub” in their communication or otherwise fail to follow the submission instructions detailed above?** | If not: 0 points, if yes: -5 points (lack of attention to detail, no culture fit) | 0 |
| **Was the project delivered within 5 days or less?** | If yes: 0 points. If not: -1 point for each day of delay (lack of experience) | 0 |
| **Did the candidate track at least 8 hours / day on every day working on the task?** | If yes: 0 points. if not, -1 point for every hour missed (lack of diligence, no culture fit) | 0 |
| **Did the candidate complain “the server is not online”, or some variation thereof?** | If no: 0 points, if yes: -5 points, they did not understand the specification in detail (lack of attention to detail, no culture fit) | 0 |
| **Did the candidate submit a valid “speed testing report” with a table, a graph and at least 5 different algorithms benchmarked on both reread\_on\_query options in a PDF format?** | If yes, and the rest of the specification is completed: 4 points, if not: -10 points (missing one of the main objectives). For every algorithm tested over 5: +1 point, up to +10 points. Delivery in wrong format: -2 points. | 6 |
| **Did the candidate submit the client.py along with the server?** | If yes: 0 points. If not: -2 points (lack of attention to detail, no culture fit. it should, logically, be a given that we shouldn’t be expected to code our own client.py for evaluating the candidate’s code.) | 0 |
| **Did the candidate submit a valid daily report for every day of work within 12 hours of finishing the workday, and is the report according to the template?** | If yes: 0 points, if not: -5 points for every day missed (not following instructions, no culture fit) | 0 |
| **Did the candidate submit time tracking logs from hubstaff or toggl along with their daily reports?** | If yes: 0 points, if not: -5 points for every day missed (not following instructions, no culture fit) | -5 |
| **Did the candidate deliver the project within less than 40 hours?** | If yes: 1 point for every hour up to 12 extra points. If no: the penalty for delayed delivery is 1 point per day according to a previous evaluation criterion, as long as the candidate tracks 8h/day minimum up to the point of delivery. |  |
| **Did the candidate send the daily reports & the final submission to all of the specified email addresses for evaluation?** | If yes: 0 points, if not: please do not be surprised, if you do not get a response to your final submission at all… the right person might simply have not seen it. | 0 |
| **Did the candidate adhere to the procedural requirements related to subject lines of reporting & submission emails throughout the process?** | If yes: 0 points, if not: -10 points for every email that does not adhere to the requirement. | 0 |
| **Did the candidate disclose and prepare appropriate reports on their use of AI while completing the test task?** | If yes: 0 points. If report is missing: reviewer needs to conduct an AI-related fraud investigation if candidate passes. | 0 |
| **TECHNICAL SECTION** | |  |
| **Are 1 to 16 points of the specification met with functional, working code?** | If yes: 16 points. If 9 is not met: -11 points. If any other point is not met, candidate receives 0 points |  |
| **Did the candidate submit code that only matches the whole line in the text file, and does not give false positives for partial matches?** | If yes: 0 points, if not: -5 points (lack of attention to detail) |  |
| **Did the candidate submit full installation instructions on how to install the code as a linux daemon that always runs?** | If yes: 0 points, if not: -5 points (lack of attention to detail) |  |
| **Is the SSL authentication implemented correctly?** | If yes: 0 points, if not: candidate receives 0 points, specification is not met. |  |
| **Is the code pythonic, simple, straightforward, well documented, readable, clean, commented, pep8 compliant, and using the best practices outlined?** | If yes: 0 points, if not: -6 points for every offense (lack of attention to detail, no culture fit) |  |
| **Is the code statically typed using mypy?** | If yes: 0 points, if not: -6 points (lack of attention to detail, no culture fit) |  |
| **How many rounds of feedback did the project require to get up to par, after submission?** | If perfect on the first try: 0 points, otherwise -1 point for every round of feedback. |  |
| **Do the unit tests the candidate wrote cover 100% of the functionality in the specification with all the corner cases?** | If yes: 0 points, if not: -6 points for every 10% of coverage missing (lack of experience) |  |
| **Is the exception handling of the server robust and covering edge cases with intelligent and useful error messages?** | If yes: 0 points. If evaluator’s client.py crashes the server: -10 points for every error that triggers a crash (lack of experience, missing objective, no culture fit). Otherwise -10 points for lack of robust exception handling. |  |
| **Did the test suite run flawlessly in a stand-alone fashion at first try *before the first feedback round* or did the candidate hardcode any paths in the repository either in the test suite or anywhere else or made some other mistakes?** | If it ran: 0 points. If test suite fails for whatever reason on the Evaluator’s computer due to hardcoded paths or other issues: -5  points for every failing test. |  |
| **Did the candidate communicate with bad English spelling or grammar with team members, comments, documentation or code?** | If no: 0 points, if yes: -1 point for every mistake, typo or grammatical error (no culture fit) |  |
| **Was communication on behalf of the candidate accurate, verbose in terms of technical details, courteous and on point in general?** | If yes: 0 points. If too terse or otherwise not on point: penalty of up to -10 points. |  |
| **Did the candidate fail to type our company name correctly, or introduced “changes” and “alternate versions” to the company name at any time throughout the application process?** | If no: 0 points. If yes: -5 point penalty for every occurrence. |  |