

Scoring Rubric for Case Study Evaluation

CV Match Evaluation (1–5 scale per parameter)

| Parameter | Description | Scoring Guide |
|---|--|---|
| Technical Skills Match (Weight: 40%) | Alignment with job requirements (backend, databases, APIs, cloud, AI/LLM). | 1 = Irrelevant skills, 2 = Few overlaps, 3 = Partial match, 4 = Strong match, 5 = Excellent match + AI/LLM exposure |
| Experience Level (Weight: 25%) | Years of experience and project complexity. | 1 = <1 yr / trivial projects, 2 = 1–2 yrs, 3 = 2–3 yrs with mid-scale projects, 4 = 3–4 yrs solid track record, 5 = 5+ yrs / high-impact projects |
| Relevant Achievements (Weight: 20%) | Impact of past work (scaling, performance, adoption). | 1 = No clear achievements, 2 = Minimal improvements, 3 = Some measurable outcomes, 4 = Significant contributions, 5 = Major measurable impact |
| Cultural / Collaboration Fit (Weight: 15%) | Communication, learning mindset, teamwork/leadership. | 1 = Not demonstrated, 2 = Minimal, 3 = Average, 4 = Good, 5 = Excellent and well-demonstrated |

Project Deliverable Evaluation (1–5 scale per parameter)

| Parameter | Description | Scoring Guide |
|---|--|--|
| Correctness (Prompt & Chaining) (Weight: 30%) | Implements prompt design, LLM chaining, RAG context injection. | 1 = Not implemented, 2 = Minimal attempt, 3 = Works partially, 4 = Works correctly, 5 = Fully correct + thoughtful |
| Code Quality & Structure (Weight: 25%) | Clean, modular, reusable, tested. | 1 = Poor, 2 = Some structure, 3 = Decent modularity, 4 = Good structure + some tests, 5 = Excellent quality + strong tests |
| Resilience & Error Handling (Weight: 20%) | Handles long jobs, retries, randomness, API failures. | 1 = Missing, 2 = Minimal, 3 = Partial handling, 4 = Solid handling, 5 = Robust, production-ready |
| Documentation & Explanation (Weight: 15%) | README clarity, setup instructions, trade-off explanations. | 1 = Missing, 2 = Minimal, 3 = Adequate, 4 = Clear, 5 = Excellent + insightful |
| Creativity / Bonus (Weight: 10%) | Extra features beyond requirements. | 1 = None, 2 = Very basic, 3 = Useful extras, 4 = Strong enhancements, 5 = Outstanding creativity |

3. Overall Candidate Evaluation

- CV Match Rate:** Weighted Average (1–5) → Convert to 0-1 decimal (×0.2).
- Project Score:** Weighted Average (1–5)
- Overall Summary:** Service should return 3–5 sentences (strengths, gaps, recommendations).