

# Scoring Rubric for Case Study Evaluation

## CV Match Evaluation (1–5 scale per parameter)

Parameter	Description	Scoring Guide
<b>Technical Skills Match</b> (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
<b>Experience Level</b> (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
<b>Relevant Achievements</b> (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
<b>Cultural / Collaboration Fit</b> (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

- CVMatchRate:** 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).

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While you'll report to a CTO directly, Rakamin is a company where [Managers of One](#) thrive. We're quick to trust that you can do it, and here to support you. You can expect to be counted on and do your best work and build a career here.

This is a remote job. You're free to work where you work best: home office, co-working space, coffee shops. To ensure time zone overlap with our current team and maintain well communication, we're only looking for people based in Indonesia.

**Benefits & Perks**

Our benefits support a life well-lived away from work. Ample time off and all the resources you need to support you in doing the best work of your career:

- 1 **.Paid time off:** Rakamin offers **17 days** of vacation and personal days. You can take a day off without any specific reason, whether you want to hang out, take a vacation, or just lay in bed.
- 2 **.Learning benefits with total Rp29 million per year:**
  - Rp6 million per year to subscribe to courses, buy books, or any resources you need to boost your skills and knowledge.
  - O'Reilly subscription worth Rp8 million per year — We subscribe to O'Reilly for you so you can read the newest books, videos, conferences, and courses related to technology, data, design, business, and soft skills.
  - Access to all our learning module Bootcamps and Short Courses worth Rp15 million per year, so you can always upskill and reskill for a better life and career.
- 3 **.Device ownership:** We provide a Rp7 million budget per year so you can purchase any device to support your productivity.