

PROLOGWARE SOLUTIONS - CANDIDATE EVALUATION CRITERIA

TECHNICAL EVALUATION FRAMEWORK

SCORING SYSTEM: 1-5 Scale

- 1 = Poor/No Experience
- 2 = Basic/Limited Experience
- 3 = Competent/Average
- 4 = Proficient/Above Average
- 5 = Expert/Exceptional

CORE TECHNICAL SKILLS ASSESSMENT

SOFTWARE ENGINEERING ROLES:

- **Programming Languages Proficiency (Weight: 25%)**
- **System Design and Architecture (Weight: 20%)**
- **Problem-solving and Algorithms (Weight: 20%)**
- **Code Quality and Best Practices (Weight: 15%)**
- **Testing and Debugging Skills (Weight: 10%)**
 - Version Control and Collaboration (Weight: 10%)

AI/ML ENGINEERING ROLES:

- **Machine Learning Fundamentals (Weight: 25%)**
- **Programming and Data Science Tools (Weight: 20%)**
- **Model Development and Deployment (Weight: 20%)**

- **Data Processing and Analysis (Weight: 15%)**
- **Research and Innovation Capability (Weight: 10%)**
 - Business Problem Understanding (Weight: 10%)

MOBILE DEVELOPMENT ROLES:

- **Platform-specific Development (Weight: 25%)**
- **UI/UX Implementation (Weight: 20%)**
- **Performance Optimization (Weight: 15%)**
- **API Integration (Weight: 15%)**
- **Testing and Quality Assurance (Weight: 15%)**
 - App Store Guidelines Knowledge (Weight: 10%)

WEB DEVELOPMENT ROLES:

- **Frontend Technologies (Weight: 25%)**
- **Backend Development (Weight: 20%)**
- **Database Management (Weight: 15%)**
- **Web Performance and Security (Weight: 15%)**
- **Responsive Design (Weight: 15%)**
 - DevOps and Deployment (Weight: 10%)

SOFT SKILLS EVALUATION

COMMUNICATION SKILLS (Weight: 20%)

- Verbal communication clarity
- Written communication effectiveness
- Technical explanation ability
- Active listening skills
 - Presentation capabilities

TEAMWORK AND COLLABORATION (Weight: 20%)

- Team player attitude
- Conflict resolution skills
- Knowledge sharing willingness
- Cross-functional collaboration
 - Mentoring potential

PROBLEM-SOLVING APPROACH (Weight: 20%)

- Analytical thinking
- Creative solution finding
- Debugging methodology
- Research and learning ability
 - Decision-making process

ADAPTABILITY AND LEARNING (Weight: 20%)

- Technology adaptation speed
- Continuous learning mindset

- Feedback receptiveness

- Change management

- Innovation thinking

CULTURAL FIT (Weight: 20%)

- Alignment with company values

- Community-oriented mindset

- Professional growth motivation

- Work-life balance understanding

- Diversity and inclusion support

INTERVIEW PROCESS EVALUATION

STAGE 1: INITIAL SCREENING (30 minutes)

- Resume and portfolio review

- Basic technical questions

- Cultural fit assessment

- Salary expectations discussion

- Availability and logistics

STAGE 2: TECHNICAL ASSESSMENT (60-90 minutes)

- Coding challenge or technical test

- System design discussion (for senior roles)

- Portfolio/project walkthrough
- Technical problem-solving scenarios
 - Tool and technology proficiency

STAGE 3: BEHAVIORAL INTERVIEW (45 minutes)

- STAR method behavioral questions
- Team collaboration scenarios
- Conflict resolution examples
- Learning and growth experiences
 - Leadership and mentoring examples

STAGE 4: FINAL INTERVIEW (60 minutes)

- Meet with team members
- Company culture discussion
- Career goals alignment
- Questions about role and company
 - Final technical clarifications

EVALUATION SCORING MATRIX

OVERALL CANDIDATE RATING:

- 4.5-5.0: Exceptional - Strong hire recommendation
- 4.0-4.4: Strong - Hire recommendation

- 3.5-3.9: Good - Conditional hire (with development plan)

- 3.0-3.4: Average - Consider for junior roles or with training

- Below 3.0: Not recommended for current openings

MINIMUM REQUIREMENTS BY ROLE:

- Senior positions: Minimum 4.0 overall score

- Mid-level positions: Minimum 3.5 overall score

- Junior positions: Minimum 3.0 overall score

- Internship positions: Minimum 2.5 overall score

RED FLAGS (Automatic rejection):

- Dishonesty about experience or qualifications

- Poor communication or unprofessional behavior

- Inability to work in team environment

- Lack of basic technical skills for the role

- Misalignment with company values and culture