

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