

## 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   |