CV SCORING RUBRIC

EVALUATE CANDIDATE CV BASED ON THESE 4 PARAMETERS:

1. TECHNICAL SKILLS MATCH (Weight: 40%) Score 1-5 based on alignment with required technical skills:
   - Backend frameworks (FastAPI, Django, etc.)
   - Database knowledge
   - API design experience
   - Cloud platform familiarity
   - AI/LLM exposure and experience
   - Vector database knowledge
2. EXPERIENCE LEVEL (Weight: 30%) Score 1-5 based on:
   - Years of relevant experience
   - Project complexity handled
   - Team size and role in previous positions
   - Industry relevance
3. RELEVANT ACHIEVEMENTS (Weight: 20%) Score 1-5 based on:
   - Impact of previous work (scale, users affected)
   - Technical innovations implemented
   - Problem-solving achievements
   - Quantifiable results delivered
4. CULTURAL FIT (Weight: 10%) Score 1-5 based on:
   - Communication skills demonstrated
   - Learning attitude and adaptability
   - Team collaboration experience
   - Alignment with company values

CALCULATION: - Each parameter scored 1-5 - Weighted average → convert to match rate (0-1 scale) - Provide specific feedback for each parameter