

# Resume Assessment Rubric

	Stage 1: No Experience	Stage 2: Some Experience	Stage 3: Relevant Experience	Stage 4: Professional
Professionalism	Resume is difficult to navigate. Information may not be in the right place. Non-standard format. Information might be misrepresented due to lack of understanding from the candidate.	Resume is clear and easy to navigate, however, significant edits could make it much higher quality.	Resume is clear and easy to navigate. Candidate has put significant time and effort into editing.	Resume is <b>clear</b> and <b>easy to navigate</b> . Candidate has put significant time and effort into <b>editing</b> and <b>curating</b> the content for this <b>specific</b> role.
Work Experience	Candidate has never worked before.	Candidate has worked before but possibly not in this field.	Candidate has held an internship in technology. Better would be an internship in this area.	Candidate has existing <b>professional work experience</b> in this area.
Teamwork and Professional Practices	Candidate has no work experience, team experience. Possibly familiar with Agile but only from an academic perspective, not in practice.	Candidate has good understanding of modern team practices and best-practices related to the field. May not have significant experience at them. <i>Example: using agile, github, CI, code review, PRs, branching, &amp; pair programming as part of a course assignment.</i>	Candidate has good experience with modern team and professional practices which is evidenced by using these practices in their personal projects with multiple team members. <i>Example: using agile, github, CI, code review, PRs, branching, &amp; pair programming as part of larger projects.</i>	Candidate has <b>professional experience</b> with modern team and <b>professional practices</b> . <i>Example: using agile, github, CI, code review, PRs, branching, &amp; pair programming as part of paid work.</i>
Education	Candidate does not hold a degree or formal titles or certifications in this domain.	Candidate holds a degree in the same area and may have some relevant coursework.	Candidate has had coursework that directly contributes to their knowledge of this domain and/or was engaged in significant projects or research related to this area.	Candidate was involved in <b>published</b> peer-reviewed research in this area. Or is a professional <b>educator</b> in the area.
Non-work Experience	Candidate has no projects or anything tangible to indicate they have experience in this area.	Candidate has limited experience in the area. It is possible that this experience is from homework assignments or required work from a University course, workshop, bootcamp, or following a tutorial. <i>Example: listing homework on resume, listing class projects</i>	Candidate has original projects in this area that demonstrate significant thought and interest. Demonstrates an ability to think about problems and solutions. Ability to design solutions from scratch. <i>Example: senior projects, to a lesser degree hackathon projects</i>	Candidate has <b>deployed</b> high-quality projects that are <b>published</b> and used by people. <i>Example: releasing a web app or mobile app</i>
Skills	Candidate may list a hodgepodge of skills but none directly relevant to the position.	Candidate lists skills relevant to the position but not obvious that it is significant experience. Not obvious that the candidate isn't just lying or artificially tailoring their resume.	Candidate lists skills directly relevant to the position. They seem legit based on the context, wording, depth. It seems legit.	Candidate has real skills relevant to the position, <b>verifiable</b> by their work experience, education, and/or projects.