

CV EVALUATION RUBRIC

Scoring Guide for Candidate Resume Assessment

OVERVIEW

This rubric is used to evaluate candidate CVs against job requirements. Each parameter is scored on a scale of 1-5, with specific criteria for each score level. The final match rate is calculated as a weighted average converted to a 0-1 scale.

SCORING PARAMETERS

1. TECHNICAL SKILLS MATCH (Weight: 40%)

Description:

Evaluate the alignment of candidate's technical skills with job requirements, focusing on backend technologies, databases, APIs, cloud platforms, and AI/LLM exposure.

Scoring Scale:

1 - IRRELEVANT SKILLS

- No relevant technical skills for the position
- Skills are completely unrelated to backend development
- No programming languages or frameworks mentioned

2 - FEW OVERLAPS

- Minimal relevant skills (1-2 matching technologies)
- Basic programming knowledge only
- No backend-specific experience shown
- Missing most required technologies

3 - PARTIAL MATCH

- Some relevant backend skills (3-4 matching technologies)
- Experience with at least one required framework or language
- Basic database knowledge
- Limited or no cloud platform experience
- No AI/LLM exposure

4 - STRONG MATCH

- Strong alignment with most requirements (5-6 matching technologies)
- Solid backend development experience
- Experience with multiple required technologies (e.g., Python + FastAPI, Node.js + Express)

- Database experience (SQL and/or NoSQL)
- Some cloud platform experience (AWS, GCP, or Azure)
- API design and development experience
- Limited or no AI/LLM integration experience

5 - EXCELLENT MATCH + AI/LLM EXPOSURE

- Excellent match with all or almost all requirements
- Deep backend development expertise
- Multiple frameworks and languages
- Strong database design and optimization skills
- Production cloud platform experience
- RESTful API architecture experience
- Additional: AI/LLM integration, RAG systems, vector databases, or prompt engineering experience
- Demonstrates cutting-edge technology adoption

2. EXPERIENCE LEVEL (Weight: 25%)

Description:

Evaluate years of relevant experience and complexity of projects undertaken.

Scoring Scale:

1 - LESS THAN 1 YEAR / TRIVIAL PROJECTS

- Less than 1 year of professional experience
- Only academic or tutorial projects
- No real-world application development
- Very simple, single-feature projects

2 - 1-2 YEARS

- 1-2 years of professional backend experience
- Small-scale projects
- Limited production experience
- Individual contributor on simple features

3 - 2-3 YEARS WITH MID-SCALE PROJECTS

- 2-3 years of solid backend experience
- Contributed to medium-sized applications
- Some experience with production systems
- Worked on multi-feature projects
- Team collaboration experience

4 - 3-4 YEARS SOLID TRACK RECORD

- 3-4 years of strong backend experience
- Led or significantly contributed to large projects
- Production system experience with real users
- Experience with scalability challenges
- Mentoring or technical leadership indicators

5 - 5+ YEARS / HIGH-IMPACT PROJECTS

- 5+ years of extensive backend experience
- Led major projects or critical systems
- Experience with large-scale production systems (thousands/millions of users)
- System architecture design experience
- Clear technical leadership
- Complex problem-solving in production environments

3. RELEVANT ACHIEVEMENTS (Weight: 20%)

Description:

Evaluate the impact and measurability of the candidate's past work, focusing on scaling, performance improvements, and business impact.

Scoring Scale:

1 - NO CLEAR ACHIEVEMENTS

- No specific achievements mentioned
- Generic job responsibilities only
- No quantifiable outcomes
- No evidence of impact

2 - MINIMAL IMPROVEMENTS

- Mentions some improvements but vague
- No concrete metrics provided
- Minor contributions to projects
- Limited scope of impact

3 - SOME MEASURABLE OUTCOMES

- Specific achievements mentioned with some metrics
- Examples: "Improved API response time by 30%"
- Contributed to successful project launches
- Measurable but moderate impact

4 - SIGNIFICANT CONTRIBUTIONS

- Multiple concrete achievements with clear metrics
- Examples:

- "Reduced database query time by 60%"
- "Built API serving 10,000 requests/day"
- "Implemented caching that reduced server costs by 40%"
- Clear positive impact on product or business
- Evidence of problem-solving skills

5 - MAJOR MEASURABLE IMPACT

- Outstanding achievements with impressive metrics
- Examples:
 - "Architected system handling millions of requests/day"
 - "Reduced infrastructure costs by 70% through optimization"
 - "Built platform that grew to 100K+ users"
 - "Led migration that improved performance 10x"
- Demonstrates significant business value
- Industry recognition or open-source contributions with adoption

4. CULTURAL / COLLABORATION FIT (Weight: 15%)

Description:

Evaluate communication skills, learning mindset, teamwork, and leadership potential based on CV presentation and content.

Scoring Scale:

1 - NOT DEMONSTRATED

- No indication of soft skills
- No team projects mentioned
- No communication indicators
- Generic CV with no personality

2 - MINIMAL

- Brief mention of teamwork
- Limited collaboration indicators
- No clear communication skills shown
- Very basic CV presentation

3 - AVERAGE

- Some teamwork projects mentioned
- Basic collaboration indicators
- Decent CV presentation
- Shows some initiative
- Mentions learning activities

4 - GOOD

- Clear teamwork and collaboration examples
- Good CV presentation and communication
- Mentions mentoring or knowledge sharing
- Evidence of continuous learning (courses, certifications)
- Open-source contributions or community involvement
- Clear and professional writing

5 - EXCELLENT AND WELL-DEMONSTRATED

- Outstanding communication skills evident in CV
- Strong leadership or mentoring examples
- Active community contributions (blog, talks, open-source)
- Clear passion for learning and growth
- Evidence of cross-functional collaboration
- Excellent CV presentation and storytelling
- Multiple indicators of cultural fit

CALCULATION METHOD

Final Match Rate = (Weighted Average of Scores) \times 0.2

Example Calculation:

- Technical Skills Match: 4 (weight 0.40) = 1.60
- Experience Level: 4 (weight 0.25) = 1.00
- Relevant Achievements: 3 (weight 0.20) = 0.60
- Cultural Fit: 4 (weight 0.15) = 0.60

Weighted Average = 1.60 + 1.00 + 0.60 + 0.60 = 3.80

Final Match Rate = 3.80 \times 0.2 = 0.76 (or 76%)

INTERPRETATION GUIDE

Match Rate Interpretation:

- 0.90 - 1.00: Exceptional fit, highly recommended
- 0.80 - 0.89: Strong fit, recommended
- 0.70 - 0.79: Good fit, consider for interview
- 0.60 - 0.69: Moderate fit, depends on other factors
- 0.50 - 0.59: Weak fit, likely not a good match
- Below 0.50: Poor fit, not recommended

EVALUATION GUIDELINES

1. Be objective and base scores on evidence in the CV
2. Compare against the specific job requirements
3. Consider both breadth and depth of experience
4. Look for concrete examples and metrics
5. Evaluate potential for growth and learning
6. Consider the overall narrative and presentation

NOTES FOR EVALUATORS

- Always provide specific feedback explaining the scores
- Highlight both strengths and areas for development
- Be fair and consistent across all candidates
- Consider the context of the candidate's career stage
- Focus on relevant experience over total years
- Value diverse backgrounds and non-traditional paths