Scoring Rubric for Case Study Evaluation

CV Match Evaluation (1–5 scale per parameter)

Parameter	Description	Scoring Guide
Technical Skills Match (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
Experience Level (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
Relevant Achievements (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
Cultural / Collaboration Fit (Weight: 15%)	Communication, learning mindset, teamwork/leadership.	1 = Not demonstrated, 2 = Minimal, 3 = Average, 4 = Good, 5 = Excellent and well-demonstrated