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| --- | --- | --- |
| **Criterion** | **Rating (1-10)** | **Comments** |
| Education | 8 | His educational background is good. He has an advanced degree in software engineering. |
| Technical Skills | 7 | Most of his technical skills revolve around Java and android. |
| Mobile Technologies | 7 | Mainly server based android applications. |
| Android Development | 8 | Seems to have good knowledge of android development. Has done memory profiling and knows how to publish app on Play Store. |
| Continuous integration | 8 | Has used Jenkins in previous jobs for creating builds. |
| Unit testing | 8 | Has used JUnit for unit tests. |
| Code reviews | 8 | Has done code reviews using Jira and Git. |
| Source Control | 8 | Has good knowledge of Git. Knows how to use branches for different features. |
| Data Structure | 8 | His data structure understanding is very good. Knows the difference between ArrayList, LinkedList, and HashMap. |
| OOP | 9 | His OOP knowledge is very good. |
| Design Patterns | 8 | Has used Singleton and Observer. |
| Problem Solving | 8 | Good problems solving skills. Is able to think about a problem and suggest solutions. |
| Algorithms | 8 | Was able to solve a short problem. |
| Communication | 9 | Very good communication skills. |
| Motivation | 8 | Seems to be motivated. |

**Candidate name**: John Doe  
**Interviewer:** Umair Shahid  
**Position applied:** Senior Mobile Developer (Android)  
**Experience:** 7 years  
**Date of interview:** 29th June 2016

**Comments**John seems to be a very suitable candidate for Senior Mobile Developer position. He has worked on multiple android apps and has also managed small teams. At his current job he is responsible for code reviews and scheduling tasks for other team members.

**Candidate’s Comments**  
When will the project start? Where is the team located?

**Recommendation**  
Advance to next stage.