**SOFTWARE ENGINEER INTERVIEW EVALUATION FORM**

Interview rating sheet: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Candidate’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position/Job title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department/team: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Interviewed By**

This interview rating sheet should be used by interviewers to provide an objective way to score candidates. Use the below numerical rating system to assign values to the candidates’ skills or area in question.

The numerical rating system is based on the following:

* 5★ – Excellent
* 4★ – Good
* 3★ – Average
* 2★ – Below Average
* 1★ – Poor

**Educational Background** Does the candidate meet the education requirements needed to hold a software engineering role? Is the candidate's degree in Computer Science or a related field?

**Certifications** Does the candidate have the necessary software engineering certifications and trainings needed?

**Languages** JavaScript, Swift, Java, C/C++, Python, PHP, Ruby, C#, Rust (Circle all languages that candidate is proficient in)

**Relevant Experience** Does the candidate have sufficient and relevant software engineering experience?

**Programming Languages** Is the candidate proficient in the necessary programming languages for this role? What is the candidate’s favorite programming languages? What programming languages is the candidate an expert at?

**Implementation** Has the candidate experienced implementing significant, large-scale improvements/ system changes? How did the candidate work with a team to go about implementing them?

**Technical Communication** How was the candidate’s ability to explain and describe technical processes to a non-technical group?

**Project scope** Is the candidate able to accurately assess project scope and explain a project’s scope to others?

**Design** How familiar is the candidate with patterns of design? How familiar is the candidate with basic design theory?

**Project management tools** How familiar is the candidate with project management tools? What tools or programs has the candidate used in the past?

**Teamwork** How has the candidate worked with other team members during past projects? What were his or her specific, notable contributions to the team's efforts each time?

**Black-box/white-box** Is the candidate able to differentiate between black-box and white-box testing? Are they able to give an easily digestible answer?

**Communication** Is the candidate easy to understand and able to hold a clear conversation? Is the candidate able to thrive in a team environment given the constant need for communication? Was it a struggle to get the candidate to open up and respond candidly to the questions?