avaHR

Backend Developer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · BACKEND DEVELOPER

1	What is your experience developing web applications?	① ② ③ ④ ⑤	
2	Tell me about a time when you had to debug an issue in a live environment?	① ② ③ ④ ⑤	
3	What is your experience with database technologies such as MySQL, MongoDB, etc.?	① ② ③ ④ ⑤	
4	How would you go about setting up a new server for deployment?	① ② ③ ④ ⑤	
5	What are some common security risks when building web applications?	① ② ③ ④ ⑤	
6	What is your experience with scaling web applications?	① ② ③ ④ ⑤	
7	Tell me about a time when you faced a difficult technical challenge and how you resolved it.	① ② ③ ④ ⑤	
8	What programming languages are you experienced with?	① ② ③ ④ ⑤	
9	Have you ever built a web application from scratch? If so, describe the process.	① ② ③ ④ ⑤	
10	What is your experience with unit testing and debugging?	① ② ③ ④ ⑤	
11	What is your experience with version control systems such as Git or SVN?	① ② ③ ④ ⑤	
12	What is your experience with hosting and deploying web applications?	① ② ③ ④ ⑤	
13	What are some common issues that can occur when deploying a web application?	① ② ③ ④ ⑤	
14	How would you go about troubleshooting an issue with a web application?	① ② ③ ④ ⑤	

OVERALL ASSESSMENT

CRITERIA	SCORE (1–5)	NOTES
Educational Background Appropriate qualifications or training for the position.	① ② ③ ④ ⑤	
Prior Work Experience Skills or qualifications acquired through past work.	① ② ③ ④ ⑤	
Qualifications / Experience The technical skills the position actually needs.	① ② ③ ④ ⑤	
Problem Solving Abilities Demonstrated critical problem-solving.	① ② ③ ④ ⑤	

CRITERIA	SCORE (1–5)	NOTES
Communication Team building and communication skills.	① ② ③ ④ ⑤	
Organizational Fit Would this hire steer the organization the right way?	① ② ③ ④ ⑤	
Directional Fit A step forward, or backward, in their career?	① ② ③ ④ ⑤	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter

Use the same scorecard for every candidate in this role.