

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FRONT END DEVELOPER

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What experience do you have building web-based applications using HTML, CSS, and JavaScript?

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How familiar are you with frameworks such as Angular and React?

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Can you describe a complex problem you previously solved related to front-end development?

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Are you comfortable working with version control systems such as Git or Subversion?

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What techniques do you use to keep up with the latest trends in front-end development?

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How do you ensure your code is optimized for performance, scalability, and maintainability?

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Do you have any experience using templating languages such as Mustache or Handlebars?

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Are you familiar with automated testing tools such as Jasmine, Selenium, and Protractor?

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How do you go about debugging and troubleshooting front-end issues?

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Can you demonstrate your ability to create a responsive layout using modern techniques such as Flexbox and media queries?

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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	
Communication Team building and communication skills.	1 2 3 4 5	

CRITERIA	SCORE (1-5)	NOTES
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.