

| CANDIDATE                                                                                 | INTERVIEWER                                                                               | DATE      | STAGE |
|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-----------|-------|
| INTERVIEW QUESTIONS · FULL STACK ENGINEER                                                 |                                                                                           |           |       |
| 1                                                                                         | What experience do you have with different web development languages and frameworks?      | 1 2 3 4 5 |       |
| 2                                                                                         | How familiar are you with databases, like SQL and NoSQL?                                  | 1 2 3 4 5 |       |
| 3                                                                                         | Describe a project that you have built from start to finish.                              | 1 2 3 4 5 |       |
| 4                                                                                         | Have you ever worked on projects involving API integrations?                              | 1 2 3 4 5 |       |
| 5                                                                                         | Can you walk me through your debugging process when writing code?                         | 1 2 3 4 5 |       |
| 6                                                                                         | Are there any challenges in the Full Stack Engineering field that interest or excite you? | 1 2 3 4 5 |       |
| 7                                                                                         | What have been your biggest successes and failures in Full Stack Engineering?             | 1 2 3 4 5 |       |
| 8                                                                                         | How do you stay up to date with the latest technologies in Full Stack Engineering?        | 1 2 3 4 5 |       |
| 9                                                                                         | What tools, techniques, or strategies do you use to ensure quality code is written?       | 1 2 3 4 5 |       |
| 10                                                                                        | Are there any technologies or frameworks that you specialize in?                          | 1 2 3 4 5 |       |
| 11                                                                                        | Describe your experience coding for mobile apps (if applicable).                          | 1 2 3 4 5 |       |
| 12                                                                                        | Do you have any past experience working with databases such as MongoDB or MySQL?          | 1 2 3 4 5 |       |
| OVERALL ASSESSMENT                                                                        |                                                                                           |           |       |
| CRITERIA                                                                                  | SCORE (1-5)                                                                               | NOTES     |       |
| <b>Educational Background</b><br>Appropriate qualifications or training for the position. | 1 2 3 4 5                                                                                 |           |       |
| <b>Prior Work Experience</b><br>Skills or qualifications acquired through past work.      | 1 2 3 4 5                                                                                 |           |       |
| <b>Qualifications / Experience</b><br>The technical skills the position actually needs.   | 1 2 3 4 5                                                                                 |           |       |
| <b>Problem Solving Abilities</b><br>Demonstrated critical problem-solving.                | 1 2 3 4 5                                                                                 |           |       |
| <b>Communication</b><br>Team building and communication skills.                           | 1 2 3 4 5                                                                                 |           |       |

| CRITERIA                                                                           | SCORE (1-5)      | NOTES                               |
|------------------------------------------------------------------------------------|------------------|-------------------------------------|
| <b>Organizational Fit</b><br>Would this hire steer the organization the right way? | <div>12345</div> | <div></div> <div></div> <div></div> |
| <b>Directional Fit</b><br>A step forward, or backward, in their career?            | <div>12345</div> | <div></div> <div></div> <div></div> |

RECOMMENDATION

☐ Advance    ☐ Hold    ☐ Decline

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

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