**CANDIDATE INTERVIEW EVALUATION FORM**

**Candidate’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Interviewed By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Scoring**

Candidate evaluation forms are to be completed by the interviewer to rank the candidate’s overall qualifications for the position. Under each heading, the interviewer should give the candidate a numerical rating and write specific job related comments in the space provided. The numerical rating system is based on the following:

5 – Exceptional 4 – Above Average 3 – Average 2 – Satisfactory 1 – Unsatisfactory

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**Experience**

**Educational Background -** Does the candidate meet the education requirements to hold a software engineering role at this company? Does the candidate hold a degree in Computer Science or a related field?

Rating: 1 2 3 4 5

Comments:

**Certifications -** Does the candidate hold the desired software engineering certifications and training?

Rating: 1 2 3 4 5

Comments:

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

Rating: 1 2 3 4 5

Comments:

**Technical Questions**

**Programming Languages –** Is the candidate familiar with the necessary programming languages for this role? What are the candidate’s favorite programming languages?

Rating: 1 2 3 4 5

Comments:

**Troubleshooting Process –** How does the candidate describe troubleshooting bugs?

Rating: 1 2 3 4 5

Comments:

**Improvement Experience –** Has the candidate had experience implementing significant improvements? How did the candidate go about implementing them?

Rating: 1 2 3 4 5

Comments:

**Technical Communication –** How well can the candidate present and explain technical details to a non-technical audience?

Rating: 1 2 3 4 5

Comments:

**Approach to Quality –** How does the candidate ensure that his or her programs run smoothly and quickly?

Rating: 1 2 3 4 5

Comments:

**Code Quality –** Which tools is the candidate familiar with for testing code quality?

Rating: 1 2 3 4 5

Comments:

**Design Patterns –** How familiar is the candidate with design patterns?

Rating: 1 2 3 4 5

Comments:

**Technical Assignment Review**

**Approach –** What was the candidate’s approach to the technical assignment and how would he or she have changed that approach if given more time?

Rating: 1 2 3 4 5

Comments:

**Time Management –** Which features of the assignment did the candidate prioritize? What does the candidate prioritize when under a strict project deadline?

Rating: 1 2 3 4 5

Comments:

**Resource Utilization –** What resources did the candidate use to complete the assignment? Did the candidate write an efficient algorithm?

Rating: 1 2 3 4 5

Comments:

**Resume Review**

**Software Experience –** Has the candidate built relevant software in the past?

Rating: 1 2 3 4 5

Comments:

**Teamwork –** How has the candidate worked with others during past projects and what were his or her specific contributions to the team each time?

Rating: 1 2 3 4 5

Comments:

**Growth –** What did the candidate take away from each relevant experience and how did he or she use this to grow as a software engineer?

Rating: 1 2 3 4 5

Comments:

**Behavioral Questions**

**Owner vs. Participant -** Did the candidate play a primary or marginal role?

Rating: 1 2 3 4 5

Comments:

**Good vs. Great Achievement -** Was the achievement impressive? Were the results largely due to the candidate’s impact? Or would the results have occurred, even without the candidate’s achievement?

Rating: 1 2 3 4 5

Comments:

**Communication Skills -** Is the candidate’s story easy-to-follow and memorable? Was it a struggle to extract information from the candidate? Did the candidate provide a response that is well-organized?

Rating: 1 2 3 4 5

Comments:

**Problem Solving -** Did the candidate take an unfamiliar, unambiguous question, problem or situation and provide a plan as well as compelling leadership?

Rating: 1 2 3 4 5

Comments:

**Industry Knowledge –** What has the candidate recently learned about programming from a book, magazine or website? How does the candidate keep up with an ever-changing and evolving industry?

Rating: 1 2 3 4 5

Comments: