Full Stack Developer Skills Checklist – Hiring Scorecard (2025)

Use this scorecard to screen, interview, and compare full stack developer candidates consistently.

Scoring guide

- 0 = Not demonstrated
- 1 = Basic familiarity
- 2 = Production experience
- 3 = Deep expertise / can mentor others

Candidate information

- Name:
- Role applied for:
- Primary stack:
- Years of experience:
- Interviewer:
- Date:

1. Product & Delivery Skills

Assesses real-world execution and ownership.

Skill	0	1	2	3	Notes
Breaks features into frontend, backend, and data tasks	☐	☐	☐	☐	
Clarifies requirements and edge cases early	☐	☐	☐	☐	
Makes sound tradeoffs (speed vs quality)	☐	☐	☐	☐	
Communicates risks and progress clearly	☐	☐	☐	☐	
Iterative delivery mindset (small PRs, MVPs)	☐	☐	☐	☐	

Section score: _____ / 15

2. Frontend Fundamentals

Core web skills independent of framework.

Skill	0	1	2	3	Notes
HTML semantics & accessibility basics	☐	☐	☐	☐	
CSS layout & responsive design	☐	☐	☐	☐	
JavaScript / TypeScript fundamentals	☐	☐	☐	☐	
Client-side state management	☐	☐	☐	☐	
Frontend performance awareness	☐	☐	☐	☐	

Section score: _____ / 15

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3. Frontend Framework (Primary)

(React / Angular / Vue / Other)

Skill	0	1	2	3	Notes
Component architecture & patterns	☐	☐	☐	☐	
Routing & navigation	☐	☐	☐	☐	
Forms & validation	☐	☐	☐	☐	
Error, loading & empty states	☐	☐	☐	☐	
Frontend testing	☐	☐	☐	☐	

Section score: _____ / 15

4. Backend Fundamentals

API and server-side foundations.

Skill	0	1	2	3	Notes
REST API design & standards	☐	☐	☐	☐	
Authentication & authorization	☐	☐	☐	☐	
Input validation & error handling	☐	☐	☐	☐	
Data modeling fundamentals	☐	☐	☐	☐	
Background jobs & async processing	☐	☐	☐	☐	

Section score: ____ / 15

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5. Backend Stack (Primary Language & Framework)

(Node/.NET/Java/Python/Other)

Skill	0	1	2	3	Notes
Framework proficiency	☐	☐	☐	☐	
Project structure & dependency management	☐	☐	☐	☐	
Performance & concurrency awareness	☐	☐	☐	☐	
Logging & diagnostics	☐	☐	☐	☐	
Backend testing practices	☐	☐	☐	☐	

Section score: ____ / 15

6. Databases & Data Access

Skill	0	1	2	3	Notes
SQL fundamentals & joins	☐	☐	☐	☐	
Schema design & migrations	☐	☐	☐	☐	
Query performance awareness	☐	☐	☐	☐	
ORM usage & limitations	☐	☐	☐	☐	
Familiarity with NoSQL / cache (optional)	☐	☐	☐	☐	

Section score: _____ / 15

7. Security Essentials

Skill	0	1	2	3	Notes
Awareness of common web risks (OWASP)	☐	☐	☐	☐	
Secure authentication & authorization	☐	☐	☐	☐	
Secrets & credentials handling	☐	☐	☐	☐	
Input/output validation	☐	☐	☐	☐	
Dependency & vulnerability awareness	☐	☐	☐	☐	

Section score: _____ / 15

8. DevOps & Deployment Basics

Skill	0	1	2	3	Notes
Environment configuration & releases	☐	☐	☐	☐	
Docker / container basics	☐	☐	☐	☐	
CI/CD familiarity	☐	☐	☐	☐	
Logging, metrics & monitoring	☐	☐	☐	☐	
Reliability & uptime awareness	☐	☐	☐	☐	

Section score: _____ / 15

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9. Testing Maturity

Skill	0	1	2	3	Notes
Unit testing discipline	☐	☐	☐	☐	
Integration/API testing	☐	☐	☐	☐	
Frontend testing	☐	☐	☐	☐	
Test design for edge cases	☐	☐	☐	☐	
Prevents regressions effectively	☐	☐	☐	☐	

Section score: _____ / 15

10. Code Quality & Collaboration

Skill	0	1	2	3	Notes
Readable, maintainable code	☐	☐	☐	☐	
Effective pull requests & reviews	☐	☐	☐	☐	
Feedback & teamwork	☐	☐	☐	☐	
Refactoring & tech debt awareness	☐	☐	☐	☐	
Mentorship / leadership potential	☐	☐	☐	☐	

Section score: _____ / 15

Final Evaluation

- **Total score: _____ / 150**
- **Strengths:**
- **Risks / gaps:**
- **Recommended level:** Junior / Mid / Senior
- **Hire recommendation:** Yes / No / Hold

Tip: Use this scorecard across all interviewers to reduce bias and compare candidates objectively.