		Rate each criteria below from 1 (nonexistent), 2 (weak), 3 (moderate), 4 (good) to 5 (excellent)	Notes
Role:	[Example: Head of Marketing]		
Candidate Name:	XXXX		
Interviewer Name	XXXX		
Date:	XXXX		
Scorecard			
	Fill in below from your JD		
Experience			
Experience 1	[Example: 10 years+ experience scaling marketing function at B2B startup]	0	
Experience 2	[Example: Proven experience building leads and pipeline for sales team]	0	
Experience 3	[Example: Experience working at fast-paced early-to mid stage startup]	0	
Experience 4	XXXX	0	
Skill Competence			
Skill Competence 1	[Example: Ability to set up marketing operations tools to track metrics, including Salesforce etc.]	0	
Skill Competence 2	[Example: Knowledge of proven B2B advertising strategies including LinkedIn, Google, and other digital advertising platforms]	0	
Skill Competence 3	[Example: Understanding of SEO optimization of website design]	0	
Skill Competence 4	XXXX	0	
Soft Skills & Company Values Alignment			
Soft Skill/Company Value 1	[Example: Collaborative - Ability to work closely and effectively with sales, engineering and C-Suite]	0	
Soft Skill/Company Value 2	[Example: Innovative - Ability to iterate, experiment, and fail forward]	0	
Soft Skill/Company Value 3	XXXXX	0	
Soft Skill/Company Value 4	XXXXX	0	
Total score		0	
Compare total scores across candidates to evaluate who scores the highest			