

CASS Student Software Developer Interview Evaluation criteria

Rating

Strong hire (3) | Leaning Hire (2) | Leaning no hire (1) | Strong no hire (0)

Overall Evaluation

Criteria	Rating
1. Need for CASS services	
2. Communication	
3. Problem Solving	
4. Technical Competency	
5. Testing	
Interview Questions	
1. Interest in Position	
2. Favorite Programming Languages	
3. Principles of Object-Oriented Programming	
4. Access Scopes	
5. Web Application Experience	
6. Microsoft .NET Framework Experience	
7. Version Control System exp.	
8. Learning New Concepts and Teaching Others	
9. Remote Work	
10. Coding Question	
11. Relational Database Knowledge	
12. SQL Syntax Question	

Notes

Criteria	Strong Hire (3)	Leaning Hire (2)	Leaning No Hire (1)	Strong No Hire (0)
1. Need for CASS services	They have skills to be successful. They can benefit from projects at CASS.	Might not benefit from projects at CASS because of previous experience.	Does not have the skills necessary to be successful.	Might be too experienced, or not have necessary skills.
2. Communication	Constantly communicating; well-organized succinct, clear.	Sufficient communication: interviewer had to ask some follow up to understand.	Insufficient, disorganized, or unclear communication.	Could not communicate with any clarity or stayed silent.
3. Problem Solving	Understands a problem statement by asking questions and clarifying understanding.	Understands a problem statement but did not ask questions or look to clarify understanding.	Did not understand problem statement.	Unable to solve the problem or did it without much explanation of their thought process.
4. Technical Competency	Minimal bugs, good coding practice. Strong knowledge of language paradigms.	Some difficulty translating solution to code. Suboptimal use of language paradigms.	Struggled to produce a working solution in code. Multiple syntax errors.	Could not produce a working solution in code. Major syntax errors.
5. Testing	Systematic testing and self-correction including edge cases.	Some difficulty in systematic test.	Did not handle corner cases. Not able to correct bugs in code.	Did not test code against typical cases. Glaring bugs not caught.
Interview Questions				
1. Interest in Position	Interested in work CASS does. Wants to gain experiences on projects CASS provides.	Some interest in build their skills and an interest in the work CASS does.	Some interest in building their software development skills and soft skills.	No interest in CASS or the mission of CASS.
2. Favorite Programming Languages	Appreciates strongly typed languages	Might not have much experience with any language to have an opinion.	Does not like working with strongly typed languages and no interest in learning.	No interest in answering the question.
3. Principles of Object-Oriented Programming	Gives a cohesive example that spans all principles.	Missed some of them. Needed some prompting. Asked questions.	Has no idea what the principles are but asks for clarification.	Has no idea what the principles are and does not ask for clarification.
4. Access Scopes	Describes each scope without prompting.	Missed some scopes, but with prompting and after asking questions they show understanding.	Has no idea but asks questions.	Has no idea and asks no questions.
5. Web Application Experience	Has developed and deployed a web app that is in use.	No experience but some interest	Has experience but no interest.	No experience and no interest.
6. Microsoft .NET Framework Experience	Has developed an application using .NET.	Worked on some applications. Has interest.	Has experience but no interest.	No experience and no interest.
7. Version Control System exp.	Has made contributions to version-controlled projects.	Worked with a version control system, but maybe not collaboratively	Has experience but no interest.	No experience and no interest.
8. Learning New Concepts and Teaching Others	Walks through the process of what it looks like for them to learn. They cover how they teach someone else.	Gave a structured explanation but missed some parts about learning or teaching others.	Gave a structured explanation but some glaring holes in their process.	Does not give a structured explanation of what it looks like to go from learning to teaching.
9. Remote Work	Can make the logistics work. Has demonstrated ability to learn independently.	Can make the logistics work. Indicates they have some ability to learn independently.	Can make the logistics work. Does not indicate they have an ability to work independently.	Cannot feasibly make the logistics work.
10. Coding Question	Basic writing and verbal communication. Translates problem into steps. Is collaborative.	Needs some prompting. Can collaborate to get to an acceptable solution.	Needs some prompting. Is not capable of collaborating.	Did not understand the problem. Did not try to collaborate.
11. Relational Database Knowledge	Mentions storing data in tables and the data is related through keys.	Needed prompting.	Was not responsive to prompting.	No idea. Did not ask clarifying questions.
12. SQL Syntax Question	Wrote a select statement and knew about the "*" operator.	Close to writing a select statement but required prompting.	Close to writing a select statement but was not responsive to prompting.	No idea how to write a select statement.