

# Summary

Technical Evaluation 243/280 (Score)

Vadim demonstrated good knowledge in frontend technologies, including React and JavaScript.

Soft Skills Evaluation 4/5 (Score)

Good communication, teamwork, and motivation.

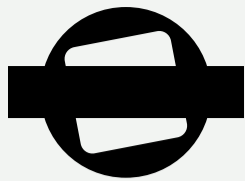
## Final overview and role suitability

The candidate is recommended for hire with consideration for further development in DevOps.



Alexandra Harhalyk  
Recruitment Team Lead at OverDone

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# Technical Evaluation

Block	Raiting	Max Raiting
JavaScript/TS	57	70
React & Ui	45	60
Python	33	55
Database	37	50
DevOps	14	25
System Design	16	20
Other	9	15
Total	211	280

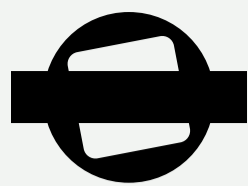
## Overall Knowledge Assessment:

The candidate shows a solid mid-to-strong knowledge base across most technical areas. His strongest skills lie in JavaScript/TypeScript and React, where he demonstrated not only theoretical understanding but also practical problem-solving abilities. Knowledge of Python and databases is sufficient for day-to-day tasks but leaves room for growth in advanced topics such as query optimization and handling large data sets.

## Live Coding:

During the live coding session, the candidate was able to implement the required functionality, though the solution took some extra time to refine. His approach was methodical and structured, prioritizing clarity and readability over speed. While this shows a good engineering mindset, improving efficiency under time pressure would strengthen his performance in real interview or production scenarios.





# Technical Evaluation

## Work with Databases:

The candidate has good foundational understanding of relational databases, including schema design, indexing, and writing efficient queries. He was able to reason about normalization and data consistency, but had limited exposure to replication, sharding, and query optimization at scale. With additional hands-on experience in high-load environments, this skill could become a strong point.

## DevOps:

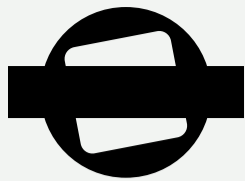
DevOps knowledge remains at a basic level. The candidate has worked with Docker and is familiar with CI/CD pipelines in practice, but has limited experience configuring automation independently. Exposure to cloud services (AWS/GCP/Azure) and infrastructure as code tools would significantly improve this area. Currently, this skill set is sufficient for developer workflows but not yet for production DevOps ownership.

## Confidence in Answers:

The candidate generally responded calmly and thoughtfully. On topics he knew well, he was confident and concise. In areas where he was less experienced, he did not attempt to improvise; instead, he admitted knowledge gaps, which demonstrates honesty and self-awareness. At times, his hesitation suggested a lack of deep practice in certain technologies, but overall he came across as someone who is open to learning and capable of growth.

## Overall Impression:

Overall, the candidate appears as a motivated and reliable engineer with a strong foundation in frontend technologies and growing backend/database knowledge. He has demonstrated the potential to contribute effectively in a team environment, especially in frontend-focused or full-stack roles. While there are areas for improvement (particularly DevOps and advanced Python skills), his learning mindset and clear communication style suggest he could progress quickly with the right mentorship.



# Soft Skills Evaluation

Communication:

4/5

The candidate communicates clearly and in a structured manner, answers to the point, and avoids unnecessary details. During the interview, he was able to switch smoothly from technical terms to simple explanations, which is important when interacting with non-technical stakeholders. Advocates for open feedback and transparency within the team.

Teamwork:

5/5

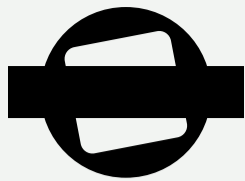
He prioritizes team results over individual achievements. Gave an example of helping to implement code reviews and mentoring two junior developers in a previous project, which accelerated their onboarding. Willing to share knowledge and participate in pair programming.

Responsibility & Self-management:

4/5

Delivers on deadlines and is capable of planning sprints independently. Shared that in the absence of a project manager on a previous project, he took responsibility for distributing tasks within the backend sub-team. Demonstrates a proactive approach to work, but prefers to clarify business priorities before starting tasks.





# Soft Skills Evaluation

Problem-solving & Critical Thinking : 3.5/5

In a case task, proposed several alternative solutions to an architectural challenge: both with and without message queues. Showed the ability to evaluate pros and cons of different approaches, including maintenance costs. Tends to “pause and think” before jumping into coding.

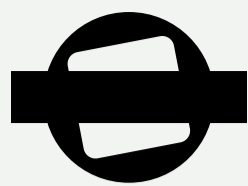
Leadership & Initiative: 3.5/5

Has experience mentoring and distributing tasks within a small sub-team (3 people). Takes initiative when noticing process gaps – for instance, suggested automating deployment tests, which reduced production errors. Still cautious with large-scale decisions, but shows leadership potential.

Motivation & Values : 5/5

Highly engaged: actively interested in fintech and architectural solutions for high-load systems. Looking for a long-term role where he can grow into a Tech Lead position and influence the product. Values transparency, respect within the team, and flexible work arrangements.





# Final overview and role suitability

## Overview:

The candidate demonstrates a balanced profile combining technical expertise and interpersonal strengths. From a technical perspective, he has proven to be particularly strong in JavaScript/TypeScript and React, while showing working knowledge of Python and databases. Some gaps remain in DevOps and advanced backend architecture, but these can be addressed with targeted mentoring and exposure to large-scale projects.

From a soft skills standpoint, the candidate exhibits clear communication, responsibility, and strong teamwork orientation. He is confident in collaborative environments, willingly shares knowledge, and remains calm under pressure. His responses during the interview reflected not only his current abilities but also a growth-oriented mindset, with openness to feedback and continuous improvement.

Overall, this is a candidate who can quickly integrate into a development team and deliver value, particularly in frontend-heavy or full-stack roles. With proper support and opportunities to deepen his backend and DevOps expertise, he has the potential to evolve into a well-rounded senior engineer and eventually take on leadership responsibilities.