Hiring Rubric Example

Criteria	Description	Score (1-5)	Comments
Job Knowledge	Understanding of the job responsibilities and relevant technical skills.		
Experience	Relevant work experience and achievements in previous roles.		
Cultural Fit	Alignment with company values and ability to work well within the team and organizational culture.		
Problem-Solving Skills	Ability to analyze issues, think critically, and provide effective solutions.		
Communication Skills	Clarity, conciseness, and effectiveness in verbal and written communication.		
Interpersonal Skills	Ability to build relationships, work collaboratively, and manage conflicts.		
Leadership Potential	Demonstrated leadership abilities and potential for future growth within the organization.		
Adaptability	Ability to handle change, learn new skills, and adapt to new environments.		
Motivation	Level of enthusiasm and commitment to the role and the organization.		
Technical Skills	Specific technical skills required for the role (e.g., programming languages, software proficiency).		

Scoring Guide

- **1 - Poor**: The candidate does not meet the basic requirements for this criterion.
- **2 - Fair**: The candidate meets some of the basic requirements but lacks in key areas.
- **3 - Good**: The candidate meets the requirements and performs well in this area.
- **4 - Very Good**: The candidate exceeds the requirements and shows strong performance in this area.
- **5 - Excellent**: The candidate significantly exceeds the requirements and excels in this area.