



HackerRank Checklist

Screening Full-Stack Developers

Expertise

- Self-sufficient:** can build an MVP independently
- Stack match for your team
- Comfortable thinking at a high technical level
- Understands tech beyond their stack of expertise
- Drives best practices across the team's tech stack

Team Compatibility

- Knows your team's development style (e.g. agile, waterfall, and so on)
- Knowledgeable and willing mentor
- Strong technical communication skills
- Easygoing, team player
- Humble in their work: knows what they don't know

Soft Skills

- Lifelong learner:** prioritizes self-education
- Creative, motivated problem-solver
- Self-starting:** manages themselves well
- Global thinker:** Mindful of technical and non-technical context of their work
- Objective:** Makes decisions around what a project needs (not what they prefer)
- Strong product owner:** passionate about the product