

# HackerRank Checklist

## Screening Back-End Developers



### Expertise

- Understands a variety of software design patterns, security procedures, and frameworks
- Delivers high quality, scalable server-side code
- Follows standards and best practices within their tech stack
- Familiar with cloud infrastructure and cloud providers
- Experience with databases, and utilizing data structures at scale
- Comfortable with web service technologies

### Team Compatibility

- Stack match for your team
- Familiar with team's development methodology
- Keeps detailed design docs for team reference
- Shares team's commitment to excellence
- Contributes to team knowledge exchange (e.g. wiki contributions or design phase commentary)
- Comfortable with frequent collaboration

### Soft Skills

- Flexible, objective project-solver
- Accountable: owns their hits and misses
- Gladly tackles problems of all shapes and sizes
- Robust technical communication skills
- Strong non-technical communication skills
- High emotional intelligence

This is part of our hiring checklist series, where we share insights to help you screen developers. You can find our [other checklists](#) on the HackerRank blog.