

TITAN AI ASSESSMENT REPORT

Senior Backend Engineer

Sample candidate: Alex Morgan (fictional, for illustration only)

Hire

6 scenarios

- Consistent scores at or above the 4.0 proficiency reference across core competencies.
- Strong evidence in code quality and incident response.
- One competency has limited observations; see the evidence note below.

97th
percentile

$\theta = 1.90 \pm 0.31$

ROLE FIT

Strong fit for a senior backend role. The candidate shows senior-level judgment in system design and code quality, with methodical incident handling. Testing-strategy evidence is thin and should be probed in a follow-up interview.

COMPETENCY PROFILE

Scale 0-5

System Design

4.3

Decomposed a rate-limiter design into clear failure domains with explicit tradeoffs.

Code Quality4.6

Consistent naming, small pure functions, and self-documenting structure across all tasks.

Debugging and Root Cause Analysis3.4

Found the fault, but hypothesis order was scattered; verification steps came late.

API Design3.8

Sound resource modeling; pagination and idempotency needed prompting.

Testing Strategy

limited evidence

2.9

Only one testing scenario observed; evidence is directional at best.

Incident Response4.1

Calm triage under time pressure; good status-communication cadence while isolating the regression.

STRENGTHS

- ✓

Code quality: clean, review-ready structure without prompting.
- ✓

Incident response: composed triage and clear status communication.

RISKS

- ⚠

Testing strategy: limited evidence of test planning beyond happy paths.
- ⚠

API pagination and idempotency needed interviewer prompts.

SUGGESTED INTERVIEW QUESTIONS

1. Walk me through how you would design the test plan for the rate limiter you described.

📄
2. Tell me about a time an API you designed had to change after release. How did you handle versioning?

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3. How do you decide what not to test when time is short?

📄

ASSESSMENT INTEGRITY

Behavioral indicators recorded during the session. These are signals for a reviewer to consider in context, not proof of misconduct. Ordinary events (a phone call, an accidental paste, a lost fullscreen focus) can produce them.

No integrity signals were recorded during this session.