

Shopify Developer Hiring Scorecard

12 questions, the good answer, the red flag. Score 0 to 2 each. Hire at 18+ of 24. By Kaspian Fuad.

How to score

2 = good answer

Specific, measured, safe.

1 = vague

Not dangerous, not proven.

0 = red flag

Any 0 on Q4 or Q6 ends it.

18-24 hire / 12-17 test / <12 walk

Total out of 24.

Proof 1: Two stores you changed?

GOOD: URL + change + metric + window

e.g. reached checkout +30%, 4 weeks.

RED: 'hundreds of stores'

No URL, demo screenshots. Score: __

Proof 2: What did YOU write?

GOOD: named files and decisions

'Rebuilt cart drawer, removed app.'

RED: 'we handled the build'

Ask who 'we' is. Score: __

Proof 3: A change that failed?

GOOD: a real miss + what data showed

Measurers have misses.

RED: 'everything I ship wins'

Not measuring. Score: __

Process 4: Live theme or copy?

GOOD: always a duplicate theme

Preview, approve, then publish.

RED: 'small change, I'll do it live'

Auto-fail. Score: __

Process 5: Track and roll back?

GOOD: Git / GitHub integration

Theme Check before push.

RED: 'Shopify keeps versions'

No real history. Score: __

Process 6: How do you want access?

GOOD: collaborator request code

You pick sections, revoke later.

RED: asks for owner password

Auto-fail. Score: __

Speed 7: Keep it from slowing store?

GOOD: Liquid/CSS first, defer JS

Checks real-user INP after.

RED: 'Shopify is fast' / 'use an app'

Score: __

Speed 8: Guarantee a Lighthouse score?

GOOD: no, lab score swings

Promises field-data gains.

RED: 'I guarantee 90+'

Score: __

Speed 9: Build or app?

GOOD: depends, with a reason

Apps: backend. Code: storefront UI.

RED: always app / always custom

Score: __

Money 10: Billing + exclusions?

GOOD: published rate + rhythm

Clear list of what is out.

RED: price only after a call

For a small fix. Score: __

Money 11: Who owns the code?

GOOD: you do, repo shared day one

No lock-in.

RED: licensing / their account only

Score: __

Money 12: How will I know it worked?

GOOD: metric + window named upfront

Written recap with the number.

RED: 'you'll see the difference'

Score: __

Paid test brief (2-4 hrs)

1. Best PDP + last month ATC rate

Give them real data.

2. Top 3 changes, ranked, in writing

Judge reasoning.

3. Ship #1 on a duplicate theme

Send preview link.

4. Name the metric and window

Measurement plan.