Role: Senior Software Engineer (Backend)
Level: L4
Location: Remote (Async-first, with bi-weekly syncs at 8AM PST / 5PM CET)

Tech Stack:

python

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- Languages: Python/Go/Java (≥3 yrs)

- Cloud: AWS/GCP (Certification preferred)

- Databases: PostgreSQL, DynamoDB

- Tools: Docker, Kubernetes, Terraform

Impact You'll Drive:

- Scale our payment APIs to handle 10x traffic by 2025
- Reduce microservice latency from 200ms → <50ms
- Mentor 2 junior engineers

Interview Process:

1. Technical Screen (HackerRank - 45min)
2. System Design (Live - 60min)
3. Behavioral (STAR Format - 30min)

Perks:

- $180-220K base + 0.1-0.5% equity
- "Build Week" - Quarterly hackathons

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2. Technical Interview Scorecard

Candidate: Jane Doe | **Role:** ML Engineer

Category	Score (1-5)	Notes
Coding Skills	⭐ ⭐ ⭐ ⭐ ☆	Optimal BigO but missed edge case
ML Knowledge	⭐ ⭐ ⭐ ⭐ ⭐	Explained transformer arch perfectly
System Design	⭐ ⭐ ⭐ ☆ ☆	Needed prompting on scaling
Culture Add	⭐ ⭐ ⭐ ⭐ ☆	Strong collaboration examples

Red Flags:

❗ Couldn't explain model deployment tradeoffs

Green Flags:

✅ Open-source contributions in relevant domain

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3. Tech Candidate Follow-Up Email

Subject: Appreciated our convo about system design

Hi abhishek

Really enjoyed diving deep into "your distributed cache architecture" during our system design chat. Your approach to **Backend Engineer Challenge**

resonated with my experience at microsoft where I **Correctness, Architecture, Performance, Testing, Documentation.**

I'm particularly excited about:

- **Scale-up ,performance optimization**
- Your team's **Development Workflows**

Let me know if you'd like my GitHub repo with meeting scheduling code samples.

Best,
abhishek

https://github.com/abhi-8676

4. Technical Rejection Email

Subject: laidoff to the role of **Backend Engineer** at microsoft

Hi abhishek

We were impressed with your skills in performance optimization but have decided to pursue candidates whose experience aligns more closely with our current needs in large-scale system optimization

Feedback from the team:

💡 Strengths: Strong algorithm fundamentals

🔍 Growth Area: Production-grade debugging techniques

We encourage you to:

Contribute to our open-source projects at https://github.com/abhi-8676

Reapply in 6 months (we grow fast!)

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5. Tech-Specific Prep Checklist

For Candidates:

✅ **Live Coding:**

- Practice on CoderPad/CodeSignal (time-boxed)
- Verbalize your thinking ("I'm using DFS because...")

✅ **System Design:**

- Study: Rate limiters, distributed queues, CDNs
- Use: https://github.com/donnemartin/system-design-primer

✅ **Behavioral:**

- Prepare "debugging nightmare" war stories
- Ask: "How does tech debt get prioritized here?"

For Interviewers:

⚙️ Send candidate:

- IDE setup instructions
- Sample input/output format

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6. Tech Salary Negotiation Script

"Given my expertise in [Niche Skill: e.g., 'LLM optimization'] and competing offers at [$X] from [Similar Tech Co], I believe $[Y] base reflects market value. I'm flexible on equity if we can adjust the base."