

## **Questions for the Full Stack Developer role at FRENZ Immigration & Recruitment**

**Name: Ali Habibi**

1. Describe, in your own words, how you would connect and automate key systems in a small business environment (for example: FileMaker, VOIP, email, and a recruitment website).
  - By creating automated workflows, I can ensure that data flows seamlessly between platforms like FileMaker, VOIP systems, email, and websites. This reduces manual tasks, improves efficiency, and ensures that all systems stay in sync.
2. Tell us about a time in the past, when you noticed a problem in a system or process (after a reasonable amount of resources were already spent on the project) that others have not spotted yet. How did you respond?
  - I noticed a problem for a company that they did not have an overview of employees, for example their details, tasks, salary. This helped management track employee information efficiently and reduce operational errors.
3. Think of a time when a project or implementation didn't go as planned.
  - How did you identify what went wrong? The shortage of time and rushing the project led us not to give the full response for a project.
  - What did you learn? To always have our eyes on the teammates, ensuring everyone is on track.
  - How did you correct course? Prioritized tasks based on urgency that way will make the project more efficient and avoid rushed tasks.
4. The systems we build are used by non-technical people every day. How do you ensure that what you build is easy to use, visually clear, and aligned with the way people actually work? Please include an example from your past projects.
  - Clear documentation such as README for better understanding. Show simple navigation, step-by-step instruction.
5. You'd be joining a small, hands-on team that values transparency, learning, and results over formality.
  - How would you fit into such an environment? This would be a perfect environment for me because I can develop and improve my skills.
  - What would you bring that strengthens our team dynamic? I would actively contribute ideas. Be friendly and support teammates because positive impact can strengthen the team dynamic.

- What would you hope to learn from working with us? I hope to expand my technical and professional skills by learning from experienced team members.

Thank you for taking the time to answer the questions.