

# Invika Germany - The Burroughs Test

## 1. Introduction

Developers at Invika work on challenging, demanding and exciting projects for a range of large enterprise clients.

Because we have high standards for our developers, our recruitment process is slightly longer and more rigorous than many other companies. This is because we care about getting it right.

## 2. The Recruitment Process

The interview process for developers in Invika takes a number of stages. You are currently in the stage of technical assessment. This involves you being asked to build an application (see below). The other part is an interview with one or more senior members of our technical team. A successful technical assessment will be followed by an interview with HR and with our Managing Director.

## 3. The Application (the Burroughs Test) Outline

The application we ask you to build allows us to see a sample of code, it gives us a feel for your coding skills and how you think. We call building this application 'The Burroughs Test', named affectionately after the street our first UK office was on.

At Invika, our goal is writing quality code that's easy to understand and maintain. The application can be solved quite simply, but this is **your opportunity** to showcase your skills and demonstrate a variety of PHP language features and practices, such as OO, as a professional software engineer.

### 3.1 Requirements of the Burroughs Test

When writing your Burroughs Test, you should create a small command-line utility to help a fictional company determine the dates on which they need to pay salaries to their Sales Department.

The company handles their Sales payroll in the following way:

- Sales staff get a regular fixed base monthly salary, plus a monthly bonus
- The base salaries are paid on the **last day of the month**, unless that day is a Saturday or a Sunday (weekend). In that case, salaries are paid **before** the weekend. For the sake of this application, please do not take into account public holidays.
- On the **15th of every month** bonuses are paid for the previous month, unless that day is a weekend. In that case, they are paid the **first Wednesday after the 15th**.

### 3.2 Format of the application

The output of the utility should be a **CSV file**, containing the **payment dates for the next twelve months**. The CSV file should contain a column for the **month name**, a column that contains the **salary**

payment date for that month, and a column that contains the bonus payment date. The file name should be provided as an argument to the cli command.

### 3.3 Submitting your application

Once completed, you should upload your code as a ZIP file to:

[www.dropbox.com/request/uzV4MCe9WCx2sxpZ7Qqm](https://www.dropbox.com/request/uzV4MCe9WCx2sxpZ7Qqm)

The file name should include your surname and the date of submission in the following format: DE-surname-yyyymmdd.zip. e.g. DE-Smith-20180101.zip.

Although we endeavor to review your submission as quickly as possible, there may be times when we take a little longer to respond to you. Generally, we aim to respond to you within 2 to 3 weeks of submission.

## 4. Contact

If you would like a progress update on your submission, please contact [careers@inviqa.de](mailto:careers@inviqa.de), who will be able to give you a status update and also field any questions you may have.

We appreciate you taking the time and look forward to seeing your results as well as meeting you in person!

