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Self-Assessment Questionnaire

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Present Location:	Minsk, Belarus
Current date:	25/10/2022

COLLEGE/UNIVERSITY	
Name & Location:	Belarussian State University of Informatics and Radio-electronics (BSUIR) Minsk, Belarus
Dates Attended:	2001 - 2006
Major:	system-engineer
Grade:	
Why did you select this school?	A friend of mine was an industrial control-systems engineer and I was interested in PC. Moreover, it was rather new and perspective area.
Generally, what were your college years like?	They were like a long but interesting Sprint.
How would you describe your study habits during college?	I would say, that I got the habit to prioritize the things to be done first, habit to make planning to achieve goals.
What were some important career influences?	It made me possible to get a new exciting job which subsequently led me to IT field.
What were the best and worst times in your college years?	Best: passing exams Worth: failing some

What were your career aspirations at the end of college?	I really wanted to become an engineer and start working with DCS-systems (programmatic controllers). So I did 😊

WORK HISTORY 1 – YOUR CURRENT OR MOST *RECENT* POSITION

Employer:	Name: _____CTDev_____ Location: _____Minsk_____
Your Position Title:	Software Testing specialist
Dates:	Start: _____10.2019_____ (month, year) End: _____current position_____ (month, year)
Type of Business:	IT Platform for Reinsurance
Salary:	Starting: _____2500_____ Ending: _____
How did you find this job? (advert/headhunter/etc)	I got a call from company's HR specialist
Job Duties and Responsibilities	Requirements analysis, testing activities planning and estimation, test cases writing, new features testing and further automation, defects investigation and reporting, logs analysis and troubleshooting, communication with client QA team, DB testing with SQL, auto tests execution, results analysis and reporting, business users support
Career Successes / Accomplishments:	Created GUI auto-tests for a product
Failures / Errors:	Sometimes, due to time constraints, I couldn't keep up to close all known defects and had to continue testing after the feature was released. That was reflected in my report.
What did you like most, and least, about this job?	Most: working with really talented, skilled people; working tools (monitors, doc-station, laptop); trainings and certification. Least: sometimes poor description of User Stories; there is almost no live-communication in English; much time is focused on client support.
What is the biggest impact you had at this organisation?	Getting familiar with Azure DevOps, CI/CD, REST API

Reason for leaving or desiring to change:	Head Company has stopped its business in Belarus and Russian Federation. There is no alternative project so far.
Name & Title of Your Supervisor:	Sergey Talko – Project Manager
Permission to Contact?	■ <u>Yes</u> ☐ No Tel/Email: +375293101191

WORK HISTORY 2 – YOUR PREVIOUS POSITION	
Employer:	Name: _____US Belar IT Group_____ Location: __Minsk_____
Your Position Title:	Software Test Engineer
Dates:	Start: ____4.2014_____ (month, year) End: ____8.2019_____ (month, year)
Type of Business:	E-Learning platform
Salary:	Starting: _____800_____ Ending: _____1500_____

How did you find this job? (advert/headhunter/etc)	Headhunter
Job Duties and Responsibilities	QA's team leading, test activities planning and estimation, testing activities coordination, tasks distribution to team members and progress monitoring, solving issues and impediments, team members mentoring and on-boarding, communication with client, test results reporting to stakeholders, auto tests execution, results analysis and reporting, defects investigation and reporting.
Career Successes / Accomplishments:	Leading experience, teamwork experience, good communication skills and English practice.
Failures / Errors:	Wrong estimation of the Sprint scope. In result the release was carried over.
What did you like most, and least, about your job?	Most: possibility to discuss bottle-necks with product-owner, strong command-job (qa plus devs)

	Least: difference in time-zones between USA and Belarus caused difficulties in some cases (blockers that should be fixed ASAP, server failure), there were not enough mobile devices for testing mobile app.
What is the biggest impact you had at this organisation?	Deep communication with native-speakers from US, familiarity with Scrum process, acquaintance with UI-automation, practice in team-leading.
Reason for Leaving	Company restructure and offer to cooperate as legal-entity.
Name & Title of Your Supervisor:	
Permission to Contact?	☐ Yes ☐ No Tel/Email:

WORK HISTORY 3 – YOUR PREVIOUS POSITION

Employer:	Name: _____Visutech Systems_____ Location: _____Minsk_____
Your Position Title:	Software Engineer
Dates of Employment:	Start: _____2011_____ (day, month, year) End: _____2012_____ (day, month, year)
Type of Business:	System Integration for cupper-plating process
Salary:	Starting: _____can barely remember_____ Ending: _____
How did you find this job? **(advert/headhunter/etc)**	Headhunter
Job Duties and Responsibilities:	Project assembly based on given documentation, functional black-box and white-box software testing, Software installation on customer side (Samsung, LG, IBIDEN – iOS wiring boards manufacturer), Defects investigation and reporting (MantisBT)
Career Successes / Accomplishments:	I can't say I had any non-ordinary accomplishments, since I had been working for just one year there, but I got a unique experience in job, combining both robotic technology and software solution.
Failures / Errors:	Didn't check properly the assemble of a pipeline module and ran the engine, so it caused the leakage.

	Fortunately, the pipeline was in test-mode and filled up with water, but not chemical.
What did you like most, and least, about your job?	Most: Ability to work in different countries (China, Malaysia, Germany) and communicate with local stuff Least: Overloaded workflow. Used to be several weeks without a single day-off.
What is the biggest impact you had at this organisation?	I was able to put into practice my skills I got during study in the University and get much more new ones.
Reason for Leaving:	Frequent and long-term business-trips
Name & Title of Your Supervisor: **Permission to Contact?**	 ☐ Yes ☐ No Tel/Email:

PLANS AND GOALS FOR THE FUTURE	
What are you looking for in your next job?	A new project is almost always an opportunity to get new expertise, with its practices and technical approach. It gives a new skills and background.
What are some other job possibilities, and how do you feel about each one?	To say the truth, I'm not sure I caught the question right. If the meaning of "some other job" is to work on, let's say, two projects in parallel withing one company – then it depends on many factors (workload, projects complexity in comparison with my own skills etc.) If "some other job" means possible "interviews" while I don't get any offer, then yes, I'll accept it if I am interested in.
What about 5 or 10 years down the road; where do you want to be, career-wise?	It seems to me that 5 -10 years period is good enough to learn the project and processes from the inside. Thus, such person would be able to lead the team or to become a project manager.
What do you view as the possible advantages and disadvantages of joining us?	As I said above, the advantages are: new expertise, new practices and technical approach. As for disadvantages, I can hardly list any, having information just from vacancy description. I know that Deriv (Minsk) started its operations in the year 2021, thus I think that the team members are "young" in terms of working on the project. From this point of view, it can be some kind of disadvantage for a newcomer, who needs a mentor to dive into

	process quickly. But from the other side, starting on your own is a good brainstorming, so it can be called an advantage as well.
If you joined us, when could you start?	Withing a month.

INTELLECTUAL CHARACTERISTICS	
What are a couple of the best and worst decisions you made in the past year?	I think the best one was the decision to take Skillbox courses of Java (automation). The worst one – I didn't do it a couple of months earlier, as the company stopped compensation.
What maxims do you live by, or is there a code or system you try to follow in life?	"Work smarter, not harder" "The more you learn – the more you know" "Life is short to cry – long enough to try" "Do what you have to do until you can do what you want to"
How creative are you? What is the best example of your creativity?	One of the company I used to work with, kept all the test-cases on their local host in a non-representative structure. It was not transparent what was covered by automation, which set should be run as a regression, and there were duplicates. I suggested my own way of structure which resolved those problems.

PERSONAL CHARACTERISTICS	
What motivates you?	Clear understanding of goals, result of the work, salary
How many hours per week have you worked, on average, during the past year?	Approximately 44 – 45 hours/week
Describe the pace at which you work – slow, moderate, or fast?	Depending on a situation: - sprint is coming to the end, all the tasks are ready to go, so I can do regression and re-test some major features at a quiet pace. - we have something on fire (e.g. a high severity bug on production) and need a patch asap. Then I do my best to test a fix as faster as it can be.
After you leave the office, do you still think about work and answer Email, or do you relax to ensure a good work/life balance? Please explain.	It depends. Sure, the balance between work and life outside the office is great, but sometimes it comes that I have to track emails or, e.g. support customer during extra-hours. As a rule, when production release rolls-out.

In what specific ways have you changed your organization (in terms of direction, results, or policies)?	I started splitting complicated tasks on subtasks, prioritize them, estimate. Started more pay attention on my weak points to improve my knowledge.
How would you describe your work habits?	My current company has a high security policy and made me a habit to block my laptop whenever I leave my workspace. And for me it's important to keep my workspace clean and comfortable – it helps to tune in my tasks. Besides, I have a habit to come to the office at least 10-15 minutes before starting.
How organized are you; what, if anything, do you feel you could do to be better organized?	I think I am well organized, though, there's no limit to perfection. Maybe I should think of being more organized when doing several tasks at a time. I find it difficult for me sometimes.
Describe a situation that didn't go as well as you planned. What would you have done differently?	At the beginning of my work, there was a situation, when I hesitated to disturb my BI, as he was very busy all day long. So, I made a decision to discuss the question with Dev team. Based on it, I made a conclusion that I have right understanding of the topic. But, subsequently, it appeared, not quite. So, I lost the time and had to start from the beginning. Now I would better discuss it with BI, who is responsible to solve such issues. I would also send him an official
How much supervision do you want or need?	I don't need to be supervised of what I do, but probably more reasonable to have supervision of how I did. Especially at the start.
What are the most important lessons you have learned in your career (please be specific)?	Communication with customers, team-work, never give up.
How do you handle yourself under stress and pressure?	10 -15 minutes coffee break helps me to get my head straight. I try to find out the root of the problem and thinking about the ways to resolve it. Then working on it step by step.
Describe yourself in terms of emotional control; what sorts of things irritate you the most, or get you down?	Distractions: noise, when working, rush, mess at my workplace.

How many times have you "lost your cool" in the past couple of months?	I can't recall it. So, it might be not even once.
What sort of mood swings do you experience – how high are the highs, how low are the lows, and why?	Every human being can feel his mood swings. For me the mood changes are always have some reason, e.g. good news that I was waiting for can make it higher. Or the opposite: unsuccess can worse it. Anyway, I don't experience a sudden swing in everyday life.
Describe a situation in which you were angrier than you've been in years.	I can be angry first of all at myself, for example, when I loose something, or late for something. If some things I can't change make me angry, I try to find workaround, in order to stay calm. I cannot recall a situation when I was so angry that I would memorize it for years.
How have you changed in recent years?	I got older 😊. Seriously, for sure I'm definitely more experienced than I used to be some years ago. The more you work and learn – the more you know and can.
What sorts of organizational changes have you found easiest and most difficult to accept?	I am at a loss to answer. Not sure I understand what is meant by "organizational changes".
Who was the best leader or manager in all of your previous jobs? What is it about his or her behavior that made you enjoy working together?	It's difficult to single anyone out. Each one has his own strengths and weaknesses. To my mind, the good manager is the person who knows not only the management process well, but the details of workflow on the project. I mean, if the manager just says "it must be done by the time 'X'" he should clearly assess the capabilities of the performer and the risks.
Who was the best co-worker in all of your previous jobs? What is it about his or her behavior that made you enjoy working together?	He is my ex-colleague. I liked his calm-manner of behavior in working process. He never refused helping others, when he saw that somebody needed his help, but hesitated to ask for. And I share his views on many things in life. We are not working together any more, but steel friends.

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What changes in your approach would you like to make in your next job?	Oftentimes my approach depends on team's approach and accepted company policy.
What actions would you take in the first week, should you join our organization?	I would try to understand company's structure, got acquainted with colleagues, try to get as much info, including documentation, as I need for a quick start.
Describe a situation in which the pressure to compromise your integrity was the strongest.	Switching back and forth from one project to another with that in different cities and with deadline upcoming.

INTERPERSONAL RELATIONS

How would you rate yourself in terms of enthusiasm and charisma?	I rather enthusiastic than charismatic
How would you describe your level of assertiveness?	I would say it's moderate. Excessive self-confidence brings to mistakes.
Describe a situation in which your negotiation skills proved effective.	Many years ago, I was working for a company supplying multimedia systems. I participated in negotiation with a prospective client and we won the tender.
Describe the most difficult person you've ever worked with.	It was in China, when I was working on pipeline software installation and adjustment. Local stuff could hardly speak English and I had to try to catch what they want me to do.
Describe a situation in which you felt others were wrong and you were right.	Continuing story about China, they complained about me that I did it wrong way, though, I did in accordance with project documentation. I felt I was right, they wrong.
How aware are you of political forces that could affect your work performance? Give an example of the most difficult political situation in which you were involved.	I am not ready to give the answer now, but I would talk about it if I have an opportunity of face-to-face interview.

MISCELLANEOUS

Describe your ideal day at work.	Hot latte, good mood, standup, well-planned testing strategy, several interesting defects I've caught and reported, all goes according to plan.
What are the biggest risks you have taken in recent years?	It's important to note that "several years" can be at least 2 or 5 etc. Saying about the last 2 years, I had no big risks, except that I accepted taking some more tasks from backlog at the middle of the sprint. It was risky to finish all up in time. Saying in terms of 5 or more years, I'd call changing my work. It always has some risk.
What skills have you acquired in the last several years?	All of them are listed in "work history" forms.
[*For relocation candidates only*] **What experience do you have (if any) with living and working abroad? What problems do you foresee?**	
[*For relocation candidates only*] **How many dependents (spouse, children) would relocate with you?**	
What business or technical books have you read that are relevant to your job?	H.M. & P.J. Deitel "How to programm C" H.M. & P.J. Deitel "How to programm C++" Kirupa Chinnathumbi "JavaScript beginners guide" "Microsoft Azure Fundamentals" As a rule, I got the information I need from different Internet resources, like "https://habr.com", "https://www.softwaretestinghelp.com/"

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In as much detail as you can, explain how you believe Deriv.com's business works.	The company was founded in 1999 by Jean-Yves Sireau with head -quarters in Malta. The office in Minsk started in 2021 and develops MetaTraiding broker platforms.
What questions do you have about the company or the job you are applying for?	To be quite truthful, I have a lot of, but I prefer to ask questions during life-interview. Some of the answers might be given during the interview without even asking from my side.

MANAGEMENT *(to be completed by candidates for managerial/team-lead roles only)*	
How would you describe your management philosophy and style?	
Do you believe a manager should be hands-on or hands-off?	
What would your subordinates say are your strengths and shortcomings as a manager?	
In what ways would you modify your approach in dealing with work associates?	
Please write a paragraph about two (2) of your direct reports in your most recent job, indicating their position titles, length of service, strengths, shortcomings, and overall work performance.	