

Challenge for Candidate - Technical Consultant/SA - V3

The Challenge [↗](#)

You work for a recruiting firm that uses Eightfold to source candidates, and you have several job openings that need to be filled.

You have learned that Eightfold determines the best candidates for the available positions by calculating a match score. The match score ranges from 0 to 5 and considers multiple criteria, including the candidates' titles, skills, and seniority.

Your task is to determine the top 2 candidates for each position and send the results to the customer's slack channel. Your slack message must indicate why the candidates are a great fit for the positions, describe the reason for their match score, and specify the reasons why the candidate was assigned a non-perfect score (less than 5) if applicable.

Eightfold Matching [↗](#)

Positions in Eightfold are calibrated with location, skills, years of experience, similar positions and ideal candidates. With this information Eightfold matches candidates to the position based on distance, remote availability, candidates acquired skills, inferred skills, past experiences, education and similarities to the ideal candidates defined in the position. A score on 5 is calculated and assigned to the candidate for that position.

The Targeted Candidates [↗](#)

Please note each candidate exists in Eightfold with supporting Resume and defined skills, education and experience.

Candidate	Summary
Maria Rodriguez maria.rodriguez@mailinator.com San Francisco, CA Profile ID: Ywz0RB45	Senior-level software engineer with 8 years of experience in Java and Python, proficient in both front-end and back-end development.
John Lee john.lee@mailinator.com New York City, NY Profile ID: KLWz1010	Recent graduate in Data Science with skills in SQL, R, Python, and experience in data cleaning, visualization, and machine learning.
Yoojin Park yoojin.park@mailinator.com San Francisco, CA Profile ID: DxbrANng	Senior-level software engineer with over 10 years of experience in Java, Python, and JavaScript, specializing in large-scale data processing and real-time data analytics.
Emma Smith emma.smith@mailinator.com New York City, NY Profile ID: DRqz3Zjo	Senior-level data analyst with over 7 years of experience in SQL, Python, and Pandas, specializing in machine learning, algorithms, Tableau, and Power BI.

Alberto Lopez alberto.lopez@mailinator.com London, UK Profile ID: Ywz0RB05	Senior-level marketing manager with over 12 years of experience in product marketing and brand management, specializing in the technology sector.
David Lee david.lee@mailinator.com San Francisco, CA Profile ID: Y1NLJB3G	Junior-level software engineer with 2 years of experience in Java, Python, HTML, and CSS, eager to learn and develop skills in data analytics and cloud platforms.
Ana Lopez ana.lopez@mailinator.com Mexico City, MX Profile ID: D0kjb0PV	Business analyst with 10 years of experience in finance, healthcare, and logistics, proficient in SQL and report creation, seeking a Senior Business Analyst role in Mexico City.
Marta Kim marta.kim@mailinator.com Madrid, Spain Profile ID: XB2zeEkR	Junior software engineer with 5 years of experience in Java, C++, C#, HTML, and CSS, completed a bachelor's degree in Telecommunications, seeking opportunities in Madrid.
Carlos Alonso carlos.alonso@mailinator.com San Francisco, CA Profile ID: DjLkv6ao	Carlos Alonso is a highly accomplished professional with a Master of Business Administration from the Simon Graduate School of Business and a Bachelor of Engineering in Electronics and Communication Engineering. Possessing expertise in C, C++, Mat Lab, Oracle, and various BI tools, Carlos is a skilled professional with a Brown 1 Belt in IKYU Karate, reflecting his multifaceted talents.
Samantha Patel samantha.patel@mailinator.com London, UK Profile ID: YM2GnrVy	Results-driven marketing professional with 12 years of experience specializing in product marketing and brand management. Proven track record across technology, fashion, and consumer goods industries. Seeking a Senior Marketing Manager role in London to contribute strategic insights and innovative solutions.

The Positions [↗](#)

Please note, each position exists in Eightfold with full job description has been calibrated

Job Title	Summary
Full Stack Software Engineer San Francisco, CA, USA Position ID: 19381907	Seeking a Full Stack Software Engineer in San Francisco. Contribute to both front-end and back-end development using Java, Python, or JavaScript. Experience with large-scale data processing and real-time analytics is a plus.
Senior Data Analyst New York City, NY, USA Position ID: 19381864	Seeking a Senior Data Analyst in New York City with expertise in SQL, R, or Python. Proficiency in data analysis tools such as Tableau or Power BI is required. Experience in data cleaning, visualization, and machine learning is a significant advantage.

Senior Marketing Manager London, England, UK Position ID: 19381792	Join as a Senior Marketing Manager in London with 8+ years of marketing experience, specializing in product marketing or brand management. Additional experience in technology, fashion, or consumer goods is a valuable asset.
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Setup [↗](#)

Eightfold API [↗](#)

You will be using the Eightfold API in the **US Region** that uses OAuth to authenticate. This API allows you to find the position details, candidate profiles and match scores. Documentation can be found here <https://apidocs.eightfold.ai/>

Connection details [↗](#)

User	<div></div>
Password	<div></div>

Slack API [↗](#)

You will be invited to a slack channels where you can post your messages using a slack bot. That bot will integrate with your code using the following token

What we expect [↗](#)

We require a Python program to send a sequence of Slack messages, informing the designated Slack channel about the discovery of the top 2 targeted candidates for a position. Each message should include a link to their profile and resume in Eightfold.

Your slack message must indicate:

- Position Details, as you see fit
- Top 2 targeted candidates for each position
 - Profile Details, as you see fit
 - The match score
 - Why the candidates are a great fit
 - Specify the reasons why the candidate was assigned a non-perfect score (less than 5) if applicable

Messages don't have a specific format, it can be simple or as creative as you would like as long as the criteria are met. Bonus points for creativity.

Minimum Requirements [↗](#)

1. Program written in Python
2. Data related to candidates and positions used should be represented in a JSON file that is consumed by your program
3. Slack channel to be used: #recruiter-bot-[Candidate Name]
4. Message should be a statement addressed to the company looking to hire.
5. Please space the messages sent to the slack channel to 1 every minute until the program finishes with the recommendations.
6. Provide us with the final Python solution.

7. Prepare to present the solution

Presenting to our informal panel [↗](#)

Once we have received the output of your work, if you are selected to continue, you will be invited to present your code solution to us in person.

Prepare to explain how you solved our challenge, the process you took to solve it, the decisions you made and any improvement ideas that you spotted while going through our experience.

Feel free to prepare and present this as you see fit, you should account for around 45 minutes including time to answer our questions.

Informal Panel [↗](#)

The panel will be composed by a tech expert, a delivery manager and an executive that will be acting as customers based on the challenge requirements.

What we expect to see [↗](#)

- Walk of your development journey (5 minutes)
- Issues and how they were solved (5 minutes)
- Improvement ideas (5 minutes)
- Quick demo of the working solution (5 minutes)
- Anything else that you find relevant about the challenge (Remaining time as you wish)