* *Tell me a little bit about yourself.*

1. ***Brief Overview:***I’m a 23-year-old JavaScript Developer, with professional, leadership, and teaching experience. I am a former English teacher that learned software development.
2. ***NTT DATA & Movistar:*** I am currently working in NTT Data as a Software Engineer, contributing to an important project for one of the leading Telco companies in Argentina and Latin America – Movistar.
3. ***Previous Role:*** I’ve done backend work with Node, Express and TypeScript. We mainly develop and deploy new microservices, each of them dealing with one small functionality at the time, sometimes connecting to databases but most of the time fetching data from already other RESTful APIs. We document each service with Swagger.
4. ***Current Role:*** I’m currently leading a squad in front end development with React and TypeScript in a monolithic frontend that integrates several tools such as bootstrap, axios, sass, react-router-dom, and google-analytics.
5. ***General Tools and Framework:*** We use Gitlab for our repositories and deploy in Open Shift Container Platform, which provides a cloud service. All of these in the context of DevOps culture and SCRUM.
6. ***NUMEN Academy:*** Furthermore, I also teach front end web development in Numen Academy, focusing on React features, JavaScript, some frontend libraries, and CSS.
7. ***Conclusion:*** All of this allowed me to foster and develop *autonomy* (my self-taught path), *communication* (my teaching and leading experiences), *coding skills* (working in big professional projects), and *learning skills* (since I’m constantly learning new skills, especially frontend-related tools that may help me master this beautiful and all-encompassing language: JavaScript, with its whole ecosystem).

* *Can you tell me a bit [more] about your projects? Maybe you can tell me what the project is about, and what is your responsibility in your job.*

I am currently working on a Project for Movistar (a widely known Telco Company from Argentina). This project is a CRM App whose main purpose is to centralize data and operations from different other applications, web pages, and databases.

This App has different modules or functionalities: Profiling, Discounts, Bonifications, Operations, Invoicing, and Notifications.

I have previously worked on squad two, which deals with Notifications and Operations. There, I did backend work with Node, Express, and Typescript. Almost all we did was to develop and deploy new microservices.

Later, around 6-7 months ago, a new squad was formed to work with Discounts and Bonifications. Since then, I’ve been working in frontend and contributing to backend if the needs of the sprint require it.

My responsibilities include but are not limited to:

- Develop new react-components

- Style them

- Integrate the different libraries

- Make different HTTP requests

- Delegate frontend tasks

- Code review

- Deploy app

- Support to other devs from other squads and/or apps

* *¿What do you know about the company?*

The world’s largest on-demand *production* platform that is disrupting the manufacturing industry, offering a wide range of processing technologies: CNC processing, sheet metal processing, 3D printing and others.

* *What is your greatest professional accomplishment?*

My greatest professional accomplishment has been to learn English. When I started the teaching training college, I did not know English, something really challenging for someone who is beginning a training program oriented to the teaching of English. Most of my classmates had studied English for many years. I had not. Never. Just had a very basic and primitive knowledge. Nonetheless, in just nine months, I was able to reach an advanced level of written and oral skills in this new language. I could accomplish this because of my self-discipline, perseverance, and self-motivation. It was a really hard time, but I could adapt to the situation and, with a lot of practice and effort, I could pass all of my subjects, even exceeding in some of them.

* *Why do you think you’ll do a great job?*

I think I’ll do a great job because my greatest competitor is myself. I focus on changing myself first, and not others. Others are beyond my scope. I can influence, persuade and inspire them. But I cannot change them, that’s their own responsibility. I respect and support individual liberty.

Based on what I said, what I do not know I can learn, and what I do know I can improve.

* *What should we hire you?*

I have 3 strengths: **autonomy** (my self-taught path, always learning by myself), **optimism** (I’m not easily discouraged; therefore, I persevere and never give up, and always look for the good side of everything) and **confidence** (not in an arrogant or superb way, on the contrary, a healthy and stimulating confidence).

* *How do you see yourself in two years?*

I see myself consolidating my JavaScript skills, both in frontend and backend development, therefore becoming a Senior Full Stack JavaScript Developer, probably assuming more of a leadership role. And also, beginning to dive into other technologies such as Blockchain for instance.

* *Didn’t you said you already have a leadership role?*

Yes, but not because of being a Senior Dev but because of my initiative to serve and help others, and due to the fact that in my team, I was the only dev that had previously worked with react.

* *Generic question whose answer I don’t know.*

I am not so familiar with that, but I consider myself curious. So, I would probably research more and when the opportunity comes, give it a try.

Mostrar que estoy empapado de Tecnología, y por qué me metí. Mostrar que sé. Me gusta la velocidad con que se ajustan a los cambios.

Mucho incapié en el perfi de carrera técnico. ¿Con qué tecnología y por qué? Contribuye a la descentralización.

* *Why did you get into this industry?*

I got into this industry because of at least four reasons: **(1)** First, I enjoy English, and this is an English-saturated industry. **(2)** Second, I enjoy teaching, and any new thing you learn you want to share with others, both to help others and to understand it better since teaching consolidates knowledge. **(3)** I‘ve always been interested in technology and was familiar with some design tools such as Photoshop, Illustrator, and Filmora. Therefore, frontend development was kind of the next step. **(4)** I really love both how rapidly things change and how rapidly people in this industry adapt to changes, something that doesn’t happen in other areas.

* *What were the biggest wins in your most recent role?*

As I mentioned before, I have a leadership role in my current team. I had previously worked with React, but on small projects, not this big CRM app. Therefore, it seemed to be challenging and honestly, when I started to read the code, I realized many things could be improved. I improved my code first. I abstracted the logic with custom hooks, and the modules I worked on started to be different from the already developed modules. The code was shorter, easier to understand, almost without comments (because of the self-explanatory names of variables and functions), and the other devs began to read my code. They asked me questions, wanted my feedback, or just ask for another point of view. I started to organize regular meetings for inter-squad code review and teaching. I taught them custom hooks, and they loved them too.

Then, around two months ago, we began a cleaning process of the project and that implied migrating to typescript. The other frontend devs didn’t know typescript. I only had a basic understanding because we use typescript in the backend microservices. So, I watched tutorials, read the documentation and in just two weeks I migrated all our functionality (5-6 months of work) to typescript. Furthermore, I arrange some meetings to explain typescript to other devs and help them in migrating their functionalities.

In summary, my wins are related to my leadership skills, which don’t have to do with giving orders, but taking the initiative in learning and helping others

* *Describe yourself in 3 words:*

Self-taught, optimistic, confident.

* *What are your greatest strengths?*
* Autonomy
* Optimism
* Confidence
* *What are your weaknesses?*
* Delegating tasks
* Taking important decisions
* *Tell me about a challenge or conflict you've faced at work, and how you dealt with it.*

Let me tell you this as a story. I just entered the company, I am eager to work in frontend development, using react – the most popular frontend js library. There are seven devs in the team: three backend devs, three frontend devs, where shall I go? I start to give my first steps and spend the first week meeting the team (especially the front guys), reading the code, getting used to the different company tools, etc. However, things are going to change. The client says, “we have a lot of backend work, Aaron we need you.” I say “yes, ok. Let’s go”. So, all of a sudden, I am introduced to microservices, façade, integration layer, semantic layer, API gateway, express, typescript, webhooks, pipelines, swagger, etc. There is another new guy, we're six backend devs. We split the backend team into two and start working on one microservice each, then we split it again and do the same, and finally, each developer can develop a microservice on its own, including me. I must thank my teammates for their solidarity, they made a great effort in teaching, guiding me, and answering all my questions. It was a big challenge, but I learned a lot.

* *What type of work environment do you prefer?*

A flexible, task-oriented environment where communication is clear, direct, and transparent. Also, with a team where people care for and listen to each other, where it’s not just a bunch of individuals but a unit that works for one-and-the-same goal: quality work.

* *What about your current work environment? How do you work?*

We are a SCRUM team of nine people: 5 devs, 1 QA, 1 Analyst, PO, and SM. We iterate through 3 weeks sprints with all its correspondent ceremonies: Planning, Daily meetings, Retro, and Sprint Review. We always try to contribute to the different tasks from our expertise and stack, but also teach each other so that we may grow and expand our limits. We try to have this team-player culture, not only among us but also with the other teams working on the Project.

* *Why are you interested in a new job?*

English is highly responsible. To work on a new project is another reason. And to try other tools and technologies I am not so familiar with also. I think it’ll be a great challenge.

* *How does your experience will help you in this job?*

I think that my teaching and leading experiences will help me foster good communication with my workmates. And, on the other hand, I’ am not just a simple front-end developer with no idea whatsoever what’s behind the curtain. I know how to build a restful API and I’ve developed microservices to work on a particular solution. That gives me an advantage with respect to other frontend devs.

* *Do you have any questions for me?*
* How is the team made up? I mean, how many people? What are their roles? How many of them are devs?
* ¿Do you use Redux to manage data?
* Apart from React, what other technologies or developer tools do you usually use?
* Are you currently working with the SCRUM framework?
* Why should I work here?
* What's your favorite part about working here?
* What does success look like in this position, and how do you measure it?
* What do you see as the most challenging aspect of this job?
* Is there anything about my background or resume that makes you question whether I am a good fit for this role?
* What attributes does someone need to have in order to be really successful in this position?
* What are the most important things you’d like to see someone accomplish in the first 30, 60, and 90 days on the job?