

## Expert Interview John van Helden

*(Answers are paraphrased)*

*Q: What do you seek in a frontend developer?*

A: John looks for a frontend developer that can develop themselves. This means that the developer needs to be able to reflect on themselves and grow in both mindset and skill. Asking for help is very important to John. Someone who can ask for help from more experienced developers learns the most. The frontend developer should fit in the team of developers, because they will be working together a lot. The developer should lastly know their limits and say what is feasible to do in a time window and what not. This way, the developer will not overwork themselves with stress and they can get help where needed.

*Q: What are the most important factors to add someone to the Yookr team?*

A: John already kind of told this in the previous question. They have to fit in the team, know their limits and learn to ask for help. In most cases, someone must be young and outgoing, as is most of the Yookr team. Otherwise, they have to be good at connecting with the youth. A potential colleague should also be able to work individually, and they should know what they can do on a day. Lastly, being able to connect with clients is also very important. Yookr is a friendly business, and they treat clients as friends, so being able to connect with clients is also important.

*Q: What do you want to see when a potential colleague is on a job interview?*

A: John wants the applicant to feel comfortable and not be too businesslike. The applicant should be convinced that they can benefit the team with both their work and their presence. Preferably, they are young and in their prime learning phase of their life. They should be open to feedback and open to challenges, even if they seem to be not feasible. However, they should show that they have some backbone by negotiating the possible assignment they could be assigned to, so that they will not be pushed over by colleagues and workload.

*Q: How could I apply this in an online portfolio?*

A: John said that the about me section is for many the most important section of the portfolio. From this section you can get a feeling of someone's personality and how they are in real-life. Write as if you were talking, as if there was someone in front of you right now and you were about to pitch yourself. Also, try to show yourself from a professional standpoint as well. Show some great success projects and describe short but snappy descriptions about what the project was about, what you did and what you learned. Especially the latter is important because personal and professional growth is really important for small businesses. Give as many ways to contact you as possible. Lastly, show yourself with some pictures, so recruiters can get an idea of who you are and what you look like.