Questions for interview

First of all thank you for letting me talk with you. My goal in this interview is to learn about the real world of Software engineering and some of the benefits and challenges I might face in the future, and also about the life style as an engineer and learn about some of your experiences/opinions (and maybe some advices you may have).

1) Can you give me a little introduction about yourself? When and where did you graduate from? What was/is your career path?
   a. Graduated standfard in CS in 2002, 2002 during the time of the .com bust, surprisingly hard to find a job.. no job in hand, 1 week after graduation got an offer – software Engiener at plum tree software start up for about 3 and half year b4 it was acquired BEA. Moved to boston for 2 and half year, tired of Big company, Moved back to SF, Oracle acquired.
   b. Pros and cons to big a company, 27 yr old when acquired by big company, Big company starts to become anonymous, the stuff yo work on become less meaningful. Want to have a big a part in the company. When you're older

2) How long have you been working at Redfin? Do you enjoy working here?
   a. Over 5 years, software engineer 5th, I love it, one is the people- if you're going to spend a lot of time at work you want to spend time with people at work, they are very smart and nice. Very rare combination. Two, a company is taking on a big challenges, taking commission out of the model, bonus based on customer satisfaction(agents are more incline to help customers), technology streamline the process for agents. People there are very driven. The problems that were trying to solve that's very interesting, subjects and people are nice.

3) Can you give me a general description of your job? What is your role/responsibility in the company?
   a. AS a SE manger, mange 8 SE on my team. My job is making sure my team kicks butt, some days are my team is distracted, kind of like the shield, Mediater with people. At all times, im making sure that my team is working on what is more important.
   b. Lining up project for teammate, growing our team , making sure coder are solid.
   c. Mentor new hires, new employees

4) What is your typical day like at work?

     a. For SE, typical roll in between 8-9:45 because we have stand up meeting at 9:50am for 10 mins, talk about status, progress report, check in for deadlines. Usually, people on team just code, 12 oclock cater from local restaurant or go out to eat generally eat lunch together and go back to coding, middle of the afternoon taking 10 minutes to do exercises (interesting), keeping it fun as.

5) Do you use a lot of writing in your job?
     a. No…. uhmm very casual communication in our office, quick chats.
     b. At start ups in generally very informal, email boss even with 1 line question. Long report is not ideal, want bullet point, get to the point.
     c. SE people

6) What kind of programs/ language do you use?
     a. Mostly java, a lot of javascript, CSS, HTML.
     b. Java – is like driving automatic,
     c. C++ - more like what's happening
Nguyen: What kind of coding language do you use?
Chao: We mostly use Java, CSS, HTML, SQL, and a lot of Javascript

7) Can you give me an example of a project that you've worked on or currently working on?
     a. Background: one of the feature is tour scheduling system, someone1 can schedule 6 house at 4 oclock, coordinator
     b. Adding some technology to automating process of finding people so coordinator don't have to work extra hard. API to predict traffic

8) Who are some of the people you deal with besides engineers?
     a. Work a lot with a marketing team, designers, real estate agent, Work very out
9) What were some of the challenges…
     a. Real estate brokerage, website don't make money – responsible to trun users into customers to gain money. Bridge between online and offline, agents on the ground ot solve. Given house in bay are for 7 days 30 offers.
     b. As proactive as possible, one prolem, get data about homes on MLS, feed from data base every 15 min, re-architect our job to be more, one big sequel quarry couple hundred lines long, change order of tables and so on.
     c. Few updates
10) Do you get to travel over seas or throughout the country?
     a. Travel

11)   What is your opinion on obtaining a master's in SE and or MBA?
   a. Depends on where you want to be, MSE is not very powerful in most of cases,
   b. Only if u transfer from another degree
12)   What languages would be value assets to have in the work field?
   a. For web development, cloud computing, database.

Nguyen: What software languages would be valuable assets to have in the field?

Chao: As for web development, we use a lot of Java, JavaScript, as well SQL and HTML. For other concentration like

13)   If I were to get a job like you, how much would I be making as a starting salary?
   a. These days, bay area college graduate starting 90k something like that, start up might pay less.
14)   Does the company have environmental policies?
   a. Uhmmmm no, definitely nothing environmental about the website. No policy because we are a start-up adding policy would add to cost and that's not good for businesses. Recycle
15)   Is there any environmental aspect to your job?
   a. Not a lot, not printing to much stuff
16)   What are the environmental concerns within Software engineering for a housing search engine?
   a. Mode of transportation because agents,
17)   Does the company have a code of ethics?
   a. Do the right thing for the customer even if it's a the cost of the company, This person was trying to do the right for the customer that is the
18)   Have you dealt with an ethical dilemma in the workplace that you're willing to share?
   a. Covering users to customers, fine line to walk between advertising the company that it's awesome, and between something it isn't. Using algorithm, New agents vs old agents, best interest in customer or best interest in the new guy. Ultimately long term trust in customer

19)   What do you think the future of the company will be like in 5 years?
   a. Since I've been here, imagine the company will be different in the good way; hopefully Redfin is the household name.

20) What are your goals now that you have accomplished so much?
    a. I want to run a large organization smoothly, 3 person team vs 8 person, gain more skill- continuing to lead an engineering team. 2 yrs experience as an assignment
21) Joining clubs?
    a. Definitely recommend, it gives u exposure to the industry and people from the industry to come and talk and expand your connection
22) Internship

Linked in?

GO start up, we have employment problem