Instructions: *Find a job post online for a role and company you would like to apply for.*
Answer the following questions as if you were being interviewed for the job. Research the
STAR method of answering behavioral interview questions and where applicable, utilize
the STAR method in answering the below questions.

My answers will pertain to this position:

https://jobs.smartrecruiters.com/CityofPhiladelphia/743999863593241-junior-oracle-developer

How did you hear about this position? *(Make sure you remember where you heard about*
the role, so it doesn't look like you are just applying randomly to every position possible.)

I live in the City of Philadephia and was searching online for positions specifically with
the city that would make use of my skills.

What do you know about the company? *(Research the company, website,*
products/services, and reviews. Talk about good reviews that make you want to join.)

I understand that the municipal government relies heavily on data to inform its actions on
real problems that affect its citizens (such as the opioid crisis). I have frequently been
amazed at the level of complex data that is provided to the public via openDataPhilly and
the many tools that have been built to present this data, and am impressed by the level of
care and precision it requires to maintain such a wealth of useful and actionable
knowledge.

Why do you want this job? *(Be very specific. Talk about what appeals to you about the*
role but focus more on the value you'll add to the team and company rather than what the
company will do for you.)

I have lived in Philadelphia for going on five years, and before focusing on a career in
software, I was retail manager at a high-volume urban grocery store franchise across
multiple locations in the city. The employees I managed were very frequently natives to
Philly, and would talk with me about difficult issues affecting their lives--everything from
gun violence to their experience in the education system or the fact that grocery stores
like the one we worked at just "didn't exist in my part of Philly". Homelessness, mental
health, and poverty were all visitors to my store--and while managers frequently see them
as a nuisance and I was a manager, I felt strongly ambivalent and often dwelt on
situations that occurred during my time there, like why I felt it necessary to kick out a
transient customer who didn't pay for a sandwich, or if I had actually caused any
meaningful intervention in calling an ambulance for a man who lost consciousness and
couldn't be roused on the sidewalk in front of the store. Retail managers can think about
the bigger picture here, but in the moment, they must act. I have worked towards the
transition to a career in code development because the bigger picture isn't something you

can simply act on -- you have to dwell with it to understand its nuances and draw specific conclusions, and while I'm capable of acting quickly, I prefer to act thoughtfully. I am confident that my attention to detail, ability to learn and synthesize information with relative ease, my ability to communicate complex ideas in simple ways, and my overall sense of "the big picture"--whether it's the big picture of database's design or the big picture of how I can make a difference--is what attracts me to this position and makes me a desirable candidate. When handling data that can potentially impact millions of people, one must have a sense of its gravity, and structure it with care.

Why should we hire you? *(Be very specific. Talk about your skills, passion, and willingness to continuously learn to be an asset.)*

Some developers have the mindset that if you can automate parts of your job, you are entitled to the time saved by your automation. I take the mindset that if I can automate parts of my job, it frees me as an asset who can help anticipate what's coming next for the organization to which I contribute. I take an incredible joy in learning new skills and applying them in a way that creates utility. Five years ago, I was a fully licensed special education teacher managing a caseload of highschoolers. Three and a half years ago, I was a part-time grocery store associate for the first time since my time as an undergrad. Two years ago, I was managing a teams of people in multiple store departments on a daily basis, using sales data to design product displays, and teaching my supervising manager how to use a handheld scanner to add items to the shelf-tracking system. During this entire time, I went from knowing almost nothing about code development, to gaining interest in it as a means to create generative art (here's an example I had written in early 2020: https://openprocessing.org/sketch/826636), to using it in completing the freeCodeCamp Data Analysis with Python course (here's my certificate: https://www.freecodecamp.org/certification/JustinTurner/data-analysis-with-python-v7), to most recently completing bootcamp training in back-end development. I will be an asset because I feel rewarded by developing my skills and expertise in areas that allow me to attain goals, whether those goals are personal (like out how to draw a pretty picture with code) or career-oriented (how do I implement certain formulas behind-the-scenes in my excel spreadsheet to analyze sales data and present it to the district sales team?)

What is your greatest professional achievement? *(STAR)*

 I had just joined the management team at a different store in the franchise due to a transfer. The store had recently experienced some upset: the previous store manager had been caught inflating his numbers by sitting on some large purchases of product instead of trying to merchandise and sell that product and was fired. The store manager I was reporting to had just been promoted, and we also received a new assistant manager who had just been hired to the franchise. Of the three other people who shared my position, one was completely new and untrained. The employees at the store were relatively strong, but there were definitely some parts of the store's work atmosphere that had been neglected, such as customer service standards and employee development. As a

management team, we lacked a clear plan of attack in how to address some of these issues, so I did the best I could to identify an area where I could have an impact. I passed by my manager an intention to develop the skills of some of the full-timers -- such as "teaching Sam to utilize the computer system to review the in-stock conditions in the dairy department", "exposing Andrea to using the handheld to order product for the cheese wall", and "giving Michael the opportunity to participate in monthly perishable inventories and developing his skills in the produce department, because his dedication to product presentation, organization of stock, and demonstrated aptitude for customer service would help us address waning sales and issues with shrink in produce." My manager encouraged this, and sometimes had been impressed by the same people and was happy that I had identified possible development paths for them.

Six months later, we were named Store of the Year for our franchise. Though many factors contributed to our success, the development of our employees improved our performance in practical areas like our in-stock conditions and responses on our customer experience surveys.

Why are you leaving your last job? *(Don't say anything negative. Mention growth, changing industries, etc.)*

I actually left my last job because my wife and I had a newborn, and my wife had just gained a well-paying job in the nursing field. I had already been considering a career change because it was apparent I was developing computer programming skills at a steady rate even though I was self-taught, and we also didn't want to put our son in childcare too soon. Hence, I became a full-time father for the next year, and started looking into coding bootcamps as a back-end developer. This is not my first successful career change, and I have a strong sense that my value as a candidate database engineer for the City of Philadelphia won't just be in my knowledge of SQL or my ability to pick up new technologies quickly, but also my demonstrated ability to work in a team and produce measurable results, which I have done in both my previous career as a retail manager and my career prior to that as a special education teacher.

What is your salary expectation?

$85k-$92k yearly.