1. Tell us about yourself:

I'm a Full-Stack Engineer based in San Jose, California, with over five years of experience working with modern frontend and backend technologies.

My technical background includes proficiency in JavaScript, TypeScript, Angular, React, React Native, Node.js, Express, and MongoDB. I also have experience with Python, Java, SQL, and various AWS services.

In my previous role at ILLIT, I developed dynamic full-stack applications using these technologies integrated with AWS services to enhance performance and scalability.

Currently, I serve as a Lead Associate Test Engineer at Onto Innovation, where I lead a team of test engineers. Together, we automate data collection tasks, document, analyze, and evaluate test results using Python and Excel.

Academically, I recently earned a master's degree in software development from Maharishi International University. I also hold a bachelor's degree in physics from Fourah Bay College, University of Sierra Leone. My transition from physics to computer science was driven by a strong passion for technology and problem-solving. Beyond technical skills, I enjoy collaborating with cross-functional teams to develop innovative solutions.

I thrive on overcoming challenges and am always eager to learn new technologies. I look forward to contributing to the growth and success of Capital One.

2. Why do you want to work for Capital One?

What stands out to me is Capital One's commitment to building a modern tech-driven bank, especially your strong emphasis on cloud-native solutions, full-stack development, and data-driven innovation which resonate deeply with my long-term career goals. The idea of building scalable, cloud-based platforms that help millions of Americans achieve financial empowerment is motivating and meaningful.

I'm particularly drawn to the culture learning that Capital One promotes—whether it's exploring new technologies, contributing to engineering communities, or mentoring others. These are all things I actively do and value in my work.

I want to be part of a team where my skills in full-stack development, cloud technologies like AWS, and Agile practices can contribute directly to solving complex problems and delivering great customer experiences. In short, Capital One offers the kind of technical challenges, collaborative environment, and mission-driven work that I'm looking for in the next step of my career.

3. How did you hear about this position?

I came across this opportunity while researching innovative companies driving digital transformation in finance. Capital One's focus on combining emerging technology with customer empowerment deeply aligns with my experience and goals, especially in full-stack development and AWS cloud engineering.

4. Why should we hire you?

I bring deep experience in the full tech stack Capital One uses: Angular, Node.js, Python, and AWS. At Onto Innovation, I automated data collection using Python and built a background utility that collected and processed data—reducing workload and increasing efficiency. I'm adaptable, growth-minded, and thrive in collaborative, innovative environments like Capital One.

5. Describe a time you set a goal for yourself and followed through.

I set a goal to build a secure, scalable full-stack real estate app using Angular, Node.js, and MongoDB. Despite tight personal schedules, I remained committed and continued developing the app to serve users in Sierra Leone—providing access to trustworthy property listings.

6. What's your proudest achievement?

One of my proudest achievements is becoming the first in my family to earn both a bachelor's and a master's degree. This accomplishment has not only created new opportunities for my family but also reflects my resilience, hard work, and commitment to personal growth.

7. Tell me about a time when you solved a problem creatively.

At Africell, I noticed that our UI load times were slowing down the user experience. I redesigned components using lazy loading and optimized asset delivery through a CDN. This reduced load time by over 40% and improved customer satisfaction, without needing major backend changes.

8. What was the most challenging part of your previous job? How did you deal with it?

Situation: Managing tight deadlines while thoroughly testing complex features.

Action: I introduced automation to repetitive test cases and collaborated closely with the dev team to prioritize based on risk.

Result: We improved testing efficiency, reduced production bugs, and delivered smoother releases.

9. What was the last difficult challenge you've overcome?

Situation/Task: While working on a freelance project, a critical API integration failed close to delivery.

Action: I diagnosed the issue, redesigned the logic using async/await patterns, and implemented fallback mechanisms.

Result: The fix worked smoothly under high traffic, and the client was impressed with the app's resilience and delivery timeline.

10. Describe a situation when the team you were part of failed.

Situation: During a sprint at SLinT, we missed a delivery deadline due to unclear API documentation.

Action: After the post-mortem, I proposed creating a shared API contract early in the dev cycle and initiated weekly sync-ups.

Result: Subsequent sprints saw better alignment and on-time feature delivery.

11. If a member of your team was not pulling their weight, what would you do?

I'd first talk with them privately to understand their challenges. I believe in supporting teammates and offering help when needed. If there's no improvement, I'd escalate to leadership, focusing on team cohesion and accountability.

12. How would you resolve a team conflict? Provide an example.

I address conflict quickly through open communication.

Example: At Onto Innovation, a conflict arose between QA and Dev over deployment schedules. I facilitated a meeting, clarified misunderstandings, and helped define realistic timelines. The team aligned and the conflict was resolved constructively.

13. How do you ensure everyone on your team completes tasks to standard and on time?

I set clear expectations, define what success looks like, and schedule regular check-ins. Tools like Trello or Jira help track progress. By fostering transparency and providing support when roadblocks arise, I keep the team on track and ensure quality standards are met.

14. What are your strengths?

- Strong problem-solving and debugging skills
- Effective time and project management
- Clear communication in cross-functional teams
- Adaptability and continuous learning mindset
- Detail-oriented approach with focus on clean, maintainable code

15. What are your weaknesses?

- **Difficulty Saying No:** Sometimes I overcommit because I want to help, which can stretch my bandwidth. I'm learning to prioritize better.
- **Impatience with Slow Progress:** I sometimes get frustrated when timelines slip, but I'm learning to trust the process and support others.

16. Explain a time you made an error. How did you resolve it?

I also created a checklist to prevent future mistakes and improve team onboarding. In my role as an Associate Test Engineer, I once made an error during a testing phase while working on a new feature for the Impulse Systems. I misinterpreted some parameters in the N200 configuration setup, which led to inaccurate test results and delayed the final QA process.

Once I realized the mistake, I immediately informed my team, and we quickly conducted a root-cause analysis to identify the specific issue. I worked overtime to correct the setup, re-tested the feature, and ensured all results were validated before moving forward.

To prevent this from recurring, I updated the documentation that had been unclear. I also set up a checklist that streamlined the testing procedures for both myself and future team members. This experience reinforced the importance of clear documentation and double-checking each step, especially when implementing new processes

17. Explain a time you faced rejection. How did you handle it?

I remember applying for a position that aligned well with my skills and career goals, but after several interview rounds, I wasn't selected. While it was disappointing, I took it as an opportunity to seek constructive feedback from the recruiter.

I used their insights to identify areas for improvement and actively worked on enhancing those skills through courses and projects. This experience strengthened my resilience and adaptability, reminding me to view each setback as a steppingstone toward personal and professional growth.

18. Tell me about a time your team invested in you.

At Onto Innovation, my team made a valuable investment in my development by entrusting me with leading a critical data collection project. Although I initially joined as an Associate Test Engineer, they recognized my enthusiasm for improving efficiency and assigned me to handle both data collection and test reporting.

This experience significantly boosted my confidence and sharpened my skills in problem-solving and automation. The team's guidance and mentorship enabled me to contribute more effectively and take on increased responsibilities within our projects.

19. How do you stay up to date with technology, and how do you organize your work?

I stay current by following industry leaders on platforms like GitHub and Twitter, subscribing to newsletters, and engaging in online courses and developer forums. These resources keep me aware of evolving best practices and trends in software development.

To stay organized, I break down projects into smaller, manageable tasks and use tools like Trello for task tracking. I set realistic deadlines and allocate specific time slots each week for professional development. This routine helps me stay on top of new technologies while effectively managing my work responsibilities

Questions to Ask at the Interview:

- What are some of the first projects I would take on in this role?
- Can you tell me about the team I'll be working with?
- What's your favorite thing about working here?
- What are the company's plans for growth in the next few years?
- What does the onboarding process look like?