**STAR Techniques**

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 integrating 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 enjoyed collaborating with cross functional team to develop innovative solutions.

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

1. 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 goal. I’m particularly drawn to the culture of experimentation and 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.The idea of building scalable, cloud-based platforms that help millions of Americans achieve financial empowerment is motivating and meaningful. 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.
2. **Career Goal:** I will also seek out opportunities to take on more​ leadership roles, such as leading technical projects.
3. **Give examples from your own experiences which show your leadership and initiative skills:**

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**Situation/Task:**  
During my Master’s in Software Development program at Maharishi International University, I was working on a team project with a tight deadline of 3 days. The project was complex, and my teammate was struggling to understand the requirements and felt uncomfortable using GitHub for remote collaboration, particularly creating a separate branch for version control.

Result: As the team leader, I scheduled a 1-hour in-person meeting to clarify project requirements, provided guidance on using GitHub branches, and helped resolve merge conflicts. I established a workflow for efficient collaboration, ensuring we met the tight deadline successfully.

Result: Despite the challenges, we were able to complete the project on time, improving our version control skills and collaboration. The experience enhanced our workflow, and my teammate appreciated the support. It was a valuable leadership opportunity for me.

1. **Why are you applying to this role?** I am applying for the Platform Engineer position at IBM because I am passionate about leveraging hybrid cloud and AI technologies to drive client transformation. My background in software development and interest in contemporary cloud skills align perfectly with this role's responsibilities. I value the collaborative environment at IBM, where I can engage with clients to understand their challenges and demonstrate the value of innovative solutions. Additionally, I am motivated by the opportunity to ensure seamless transitions to deployment and achieve high client satisfaction. This role represents an exciting chance to contribute to impactful projects and grow within a dynamic team.
2. **How do you feel about having a job that requires you to spend a lot of time away from home?** I understand that this role may involve significant travel, and I view that as an opportunity rather than a drawback. I enjoy engaging directly with clients, as it allows me to build stronger relationships and gain deeper insights into their needs. While being away from home can be challenging, I believe that the professional growth and experiences gained from collaborating with diverse teams and clients far outweigh the downsides. Additionally, I am committed to maintaining a work-life balance and will ensure that I remain connected with my support system while fulfilling my responsibilities.
3. **Tell me about a time when you solved a problem creatively?**

**Situation/Task:** In my Integrated Library Management System project, we faced a challenge with the search functionality. Users were finding it difficult to locate specific books quickly. My task was to improve the search experience to enhance user satisfaction.

**Action:** I proposed implementing an advanced search feature that included filters for genre, author, and publication year, which was not part of the original design. I collaborated with my team to develop this feature, using a combination of front-end and back-end technologies to ensure seamless integration.

**Result**: As a result, the project received positive feedback during our presentation, and we were able to demonstrate a practical solution that significantly improved the overall functionality of the application. This experience taught me the value of creativity in problem-solving and the importance of user feedback in the development process.

1. **What was the most challenging part of your previous job? How did you deal with this?**

The most challenging aspect of my role as an Associate Test Engineer was managing tight deadlines while ensuring thorough testing of complex software features. Situation/Task: Last-minute changes from development often pressured our testing timelines. To tackle this, I introduced automated testing tools to streamline our process.

Action: I worked with my team to automate repetitive test cases, enabling us to focus on critical functionalities. Additionally, I promoted better communication with the development team to prioritize features based on risk.

Result: This strategy improved our testing efficiency and reduced critical bugs in production, enhancing software quality and facilitating smoother releases. Overall, it reinforced the value of proactive problem-solving and collaboration in a fast-paced environment.

1. **What was the last difficult challenge you’ve overcome?**

(Situation/Task): The most recent challenge I encountered was during the development of my Medication Reviews/Side-Effects application, where I faced significant hurdles with user authentication and data security, essential for maintaining user trust.  
(Action): I investigated best practices for implementing JWT (JSON Web Token) authentication and focused on strengthening our security protocols.  
(Result): Consequently, i successfully established a robust authentication system that enhanced user security and satisfaction. This experience underscored the importance of adaptability in the face of challenges and the value of teamwork in solving problems.

1. **Describe a situation when the team you were a part of failed?** 
   * 1. Situation
        1. One time I experienced failure was during my junior year at university. I was working on a group project for my Software Engineering course, where we were tasked with developing a web application. I took on the role of project leader, confident in my abilities to manage the team and meet our deadlines. However, I underestimated the amount of time and coordination required for such a project
     2. Action
        1. I failed to set clear milestones and didn’t check in with my team regularly to monitor progress. As a result, we fell behind schedule, and when we did our first major code review 2 days before the deadline, we found numerous bugs and inconsistencies. Realizing my mistake, I called an emergency meeting with the team. We worked long hours to correct the issues and managed to submit a functional application
     3. Result
        1. We received a lower grade than we had envisioned, which was disappointing for everyone. From this experience, I learned the importance of project management and regular communication. I realized that as a leader, it’s crucial to set clear goals, maintain frequent check-ins, and ensure everyone is on the same page. Since then, I have improved my organizational skills. This failure taught me valuable lessons about leadership and teamwork, and I believe these lessons have made me a more effective and reliable team member in future projects.
2. **If a member of your team was not pulling his or her weight, what would you do?**

If a team member wasn’t pulling their weight, I would first approach them privately to understand any challenges they might be facing. **(Action)** I believe in fostering open communication and providing support, whether it's offering assistance with their tasks or addressing any personal issues impacting their performance. **(Result)** If the situation doesn’t improve, I would escalate the matter to our team lead, ensuring we focus on maintaining team productivity and cohesion. Ultimately, my goal is to create a supportive environment where everyone feels empowered to contribute their best.

1. **How would you resolve a team conflict? Can you provide some examples of when you’ve done this?**

To resolve a team conflict, I believe in addressing the issue promptly and facilitating open communication among team members. **(Approach)** I would first gather all parties involved to understand their perspectives and concerns without placing blame. Then, I would encourage a constructive dialogue to find common ground and work towards a solution that satisfies everyone.

1. **How would you make sure everyone on your team completed their tasks to the right standard and on time?**

To ensure that everyone on my team completes their tasks to the right standard and on time, I would implement a combination of clear communication, regular check-ins, and accountability measures.

First, I would establish clear expectations and deadlines for each task at the outset of a project. This would involve defining what constitutes a "completed" task and the quality standards required.

Next, I would schedule regular check-ins, such as weekly stand-up meetings, to discuss progress, address any challenges, and provide support as needed. Additionally, I would encourage team members to share their workloads and any potential roadblocks they encounter.

By fostering an open and collaborative environment, I can help ensure everyone stays on track and feels supported in their efforts, ultimately leading to timely project completion and maintaining high-quality standards.

1. **What are your Strength: What are some of your strengths?** Throughout my career i have gained a lot of experience and become a problem solver and at the same time open to continuous feedback and growth. I am a problem solver, pay attention to detail, communicate efficiently with a dynamic team, I adapt quickly in learning new things and i manage time effectively.
2. **What are your Weakneases:**
3. Difficulty Saying No: A desire to be helpful can lead to overcommitting, which can impact productivity and focus.
4. Impatience with Slow Progress: You might feel frustrated when things move slower than expected, especially if you're results-driven.
5. **Explain a time you made and error. How do you resolve it?**

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 updated 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.

**16. Explain the time you face Rejection. How do 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 I 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.

**17. Tell me a about a time when you team make an investment 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.

**18. How you stay up to date with the latest technology and how 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 forums. I organize my work by breaking down projects into smaller tasks, using tools like Trello for task management, and setting realistic deadlines. I also allocate specific time slots each week for professional development, which helps me stay on top of new technologies while managing my ongoing responsibilities effectively.