

Basic Questions & Phone Interview

1. Tell me something about yourself.

- My name is He Zhu, I graduated from University of Ottawa majoring in electrical and computer engineering. I have work with OTT Financial Group for 1 year as a software developer.

I mainly dedicated myself in back-end java development, I have developed bunch of new features in one of our mobile project "OTT Pocket" which is a online shopping platform that sells giftcard, voucher and coupon. What's more, back into few month before, I was assigned to be the tech lead, leading a small team to develop a new SaaS platform called PREKA, it stands for present card and prepaid card. The PREKA is designed for issuing business giftcard / voucher / coupon for our partner merchants, which could be bought and redeemed in OTT pocket which make it a full cycle of business. I mainly responsible for developing the backend server-side application, our tech stack includes SpringBoot, SpringCloud that uses the methodology of micro-services and distribute system. My daily works are creating APIs and test it with front-end developers, I also help the team to set up the cloud server AWS EC2 for deployment.
- I am passionate, hard-working, and extremely responsible. I am also looking forward to putting to practice all the things I learned during my time at university.

2. What are your biggest strengths?

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|---|-------------------|----------------------|----------------------|-----------------|-----------------|-----------------|
| Analytical Jobs
Analyst, Software Dev, etc. | Critical Thinking | Analytical Thinking | Problem-Solving | Detail-oriented | Logical | |
| Creative Jobs
Designer, Marketer, Advertiser, etc. | Creative | Originality | Open-Mindedness | Detail-oriented | Curiosity | |
| Management Jobs
Pretty much anything related to managing a team | Leadership | Organization | Communication Skills | Persuasion | Teamwork | Detail-Oriented |
| Hands-On Jobs
Waiter, Cashier, etc. | Hard-working | Detail-Oriented | Motivated | Multi-tasking | Problem-Solving | Punctual |
| Communication Jobs
Sales, Customer Support, etc. | Charisma | Communication Skills | Energetic | Persuasion | Witty | Social |

- My biggest strength is that I'm good at picking up new skills. As the technologies are changing so fast, you should always stay hungry to learn new things. For myself, apart from the basic knowledge of programming learned in university, all the tech stacks I am using right now was learned just 1 years ago.

With an increasing number of customers in our app, I have integrated many new techs in our app. For example, some high-efficient middleware, payment plugins, AWS SDKs and so on. What's more, since we are only a small team, developers also play a role of DevOps that deploy and maintain the applications. As a result, we learn how to configure and deploy a project in the server and use different tools to make it robust and fast, such as docker, nginx, ...

- My biggest strength is that I'm very efficient at working under pressure. No matter the crisis or stress, I can make the right decisions on-the-spot.

One time close the publish date of the new release, my front-end developer got sick and could not finish the job on time. There was no other developers that are free to do these new functions. At that point, things looked so bleak that my supervisor even considered to postpone the release date. Instead, as I have already finished my part of job and I kinda want to learn more front-end techs, I took three days to complete the job that ensured we could publish our APP on time, I think I have a better understanding of how it works and also strengthen my coding ability.

3. What are your salary expectations?

- what are the components of the salary (base, stock, bonus, sign fee ...)
- what's the salary of the same position (role) that has been recently hired ?
- glassdoor
- I look forward to discussing in more detail what my responsibilities at this company would be.
- My salary expectations are in line with my experience and qualifications.
- If this is the right job for me, I'm sure we can come to an agreement on salary.
- I don't feel comfortable sharing that.

- To me, salary is important. But I care more about team, the company culture and how much I can contribute. Do you have a range for this role that you can share?

- My salary range is flexible. I would, of course, like to be compensated fairly for my years of experience and solid skills. However, I'm open to discussing specific numbers once we've discussed the details of the position.

- I'd like to learn more about the specific duties required of this position, which I look forward to in this interview. However, I do understand that positions similar to this one pay in the range of \$X to \$Z in our region.

- I'm open to discussing what you believe to be a fair salary for the position. However, based on my previous salary, my knowledge of the industry, and my understanding of this geographic area, I'd expect a salary in the general range of \$X to \$Y. Again, I'm open to discussing these numbers with you.

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4. Why are you looking to leave your current position?

- I don't feel like my current role is challenging me anymore
- I feel like I'm ready to take on more responsibility
- I believe I've progressed as far as I can in my current role
- I need a change of environment to motivate me
- I want to develop a new skill that isn't required in my current job
- I want to learn more
- Seeking a role that's more closely aligned with [your long term career goals](#)
- Wanting an opportunity to take on more leadership work

5. What are you looking for in your next position?

6. Describe what you are looking for regarding company culture.

7. What type of benefits are you looking for?

8. What is your availability for an in-person interview in the next few days?

Questions to Ask the Interviewer in a Phone Interview

- Have I answered all your questions, or is there something you'd like me to clarify?
- What new skills can I hope to learn at *[name of the company/department]*?
- What is the next step in your hiring process?
- Who would I be working closest with, or reporting to, on a daily basis?
- Beyond some of the hard skills we've discussed, which soft skills would be most helpful in this position?

Facing a Problem and how to solve it

- There was a problem that happened internally in "OTT Pocket" that our clearing and settlement were calculated manually by the operation team and it is very time-consuming especially when the transaction amount is high. One time, they made a mistake and caused a severe problem, so I proposed to automate the whole process and discussed with my product team. I led the team to design the clearing procedure and backend data structure, the sprint lasted about two weeks including testing time. Finally, the new function goes online successfully and the operation team can export the settlement report by just clicking a button.

