



Turing Developers

# Welcome to Turing!

Thank you for showing your interest in Turing!  
We want to give you a warm welcome

For good developers, there are no boundaries!

v1.0

© 2021 Turing

# Table of contents

<b>What is Turing?</b>	<b>4</b>
How are we Vetting Developers?	5
Do You want to Be Boundaryless?	6
Where can you find more information about us?	6
<b>Starting with Turing</b>	<b>8</b>
What is the purpose of the Welcome Call?	8
Eligibility	8
English requirement	8
How do I start with the application process?	9
Choosing your preferred tech stack	13
How many tests do I have to take?	14
Seniority Assessment	14
Tech Stack Tests	15
Schedule Live Coding Challenge – Live Coding Challenge	16
What is expected of me in the Live Coding Challenge – Live Coding Challenge?	17
<b>What does it mean to be a Certified Turing developer?</b>	<b>18</b>
Turing – Referral Program	19
<b>What is next?</b>	<b>20</b>
Finalize my resume	20
Additional Tests	24
<b>Matching/Onboarding Process</b>	<b>25</b>
Rates	25
Working hours	26
Workspace	26
Notice period and the Trial period	26
Pre-interview prep call	27
<b>Tips and requirements for a successful call</b>	<b>28</b>
Check your equipment before the interview	28
Conduct the interview in a professional environment	28
Be professional	28
Be prepared	28

Be genuine and SMILE	29
Interview with the client	29
<b>What to know when you are working with a client?</b>	<b>30</b>
Payments	30
Benefits	30
Taxes	30
Project length	30
Project cancellation	30
Leaving a project	31
Future work	31
IP assignment / Confidentiality Agreement / Non-Disclosure Agreement	31
Non-solicitation	31
Unreasonable or unusual client requests	32
<b>Holiday's and time off</b>	<b>33</b>
Planned time off	33
Unplanned time off	33
Privilege Leave (PL)	33
Failure to follow protocol	34
<b>Being a responsible remote team member</b>	<b>35</b>
Practicing good workplace ethics	37
Integrity	37
Collaboration	37
Trust	37
<b>Frequently Asked Questions</b>	<b>40</b>
Pre-interview prep call	40
What kinds of developers does Turing hire?	40
Does Turing hire freelance or part-time work?	40
Are there any entry-level positions available?	40
Does Turing have positions available for software quality assurance specialists?	40
How do I get matched for jobs with Turing?	40

# 1. What is Turing?

Turing automates the sourcing, vetting, onboarding, and management of distributed engineering teams, helping high caliber developers from all over the world find remote, high-paying jobs with companies anywhere in the world.

Turing is based in Palo Alto, California. Our investors include Founders Fund, Foundation Capital, Facebook's first CTO Adam D'Angelo, Cyan Banister, Stanford-StartX fund, executives from Google, Facebook, Amazon, Twitter, Microsoft, Snap, etc.

Turing is led by successful serial entrepreneurs and Stanford CS alums [Jonathan Siddharth](#) and [Vijay Krishnan](#). Their last AI company had a successful acquisition thanks to its use of remote, Google caliber engineers sourced from the global talent pool.

We seek developers with high engineering capability. Engineers who are effective communicators, great teammates, and have demonstrated practical fluency with a technical stack or domain that our clients value. In short, we want to find engineers who can immediately be highly productive with one of our clients.

It is important to know that:

- 90% of our clients are coming from **Silicon Valley, US**.
- Most of the projects on our platform are **long-term**, since we want our developers to be happy with the work they do.
- We are not the regular jobs platform; **we like to see our developers grow with Turing**, we want to see them work on exciting and challenging projects.
- With Turing, you don't have to worry about money. Our goal is to **get you a stable and regular income**.
- We want you to build a reputation as one of the **best 1% developers** in the world.

## 1.1. How are we Vetting Developers?

Our vetting process was designed by our senior tech leadership team of ex-Stanford, Google, and Facebook engineering managers) Our vetting is based on the interview practices of the best Silicon Valley companies, and careful observations of what characteristics drive successful long term engagements with Silicon Valley companies.

Different companies and jobs have different requirements. Therefore, we test for general programming ability, algorithms & data structures, project management capabilities, communication skills, and remote collaboration capability.

We've designed the suite of tests that constitute our Vetting to give us a very detailed picture of who you are as an engineer, which in turn enables us to match you to long term jobs that play to your strengths.

## 1.2. Do you want to Be Boundaryless?

Through the matching process, we want to make sure you have access to **personalized, long-term, full-time work** that will help you to build the life that you wish to live, both personally and professionally.

We do this by making sure that every client we propose to you is interested in you and your skills specifically, and that the client we propose matches the directions in which you want to grow your career.

Ensuring high impact match-ability and allowing you to **Be Boundaryless**.

Being Boundaryless is an opportunity to:

- Find work fulfillment by working on exciting projects with cool Silicon Valley companies working at the forefront of the latest technologies.
- Create balance, so you can spend more time with the people you love.
- Grow your career, by growing your value and experience in the industry.
- Be free to work from almost anywhere in the world.
- Make more money compared to the equivalent local jobs in your city.

### 1.3. Where can you find more information about us?

If you are interested to find more information about Turing, feel free to visit our website:

[Turing - Build Faster Than Ever With Vetted Remote Developers](#)

If you're interested what the others have said about us:

- [Turing raises \\$14M to help source, vet, place and manage remote developers in tech jobs | TechCrunch](#)
- [Turing nabs \\$32M more for an AI-based platform to source and manage engineers remotely | TechCrunch](#)
- [Turing Helps the World Level Up. My path to the tech industry was not a... | by Cyan Banister | Medium](#)

Visit [Turing Jobs Page](#) to see what great opportunities we have for you.

Feel free to visit [Turing Youtube Channel](#) and see all the great videos our developers made.

Here are only few examples 😊 :

[Bishal from Nepal](#)

[Rob from Brazil](#)

On our YouTube channel, you will find even more content.

You can join our CEO Jonathan Siddharth on his [meetings with developers on Developer's Town Hall](#), you can see the [recap of our events](#) , and explore all the content we are constantly adding to the channel, just with one goal:

To make your journey with Turing smooth, and your experience incredible!

## 2. Starting with Turing

### 2.1. What is the purpose of the Welcome Call?

The purpose of the Welcome Call is to prepare you for the start of your journey with Turing. When you register on the Turing Platform you need to follow a few simple steps, which will help us to find you the client quickly.

On the welcome call we approach every developer individually, trying to assess each specific situation, and move the process forward.

### 2.2. Eligibility

Only engineers who are 18 years and older, passed the Seniority assessment requirement, and not located in an OFAC Restricted Region are eligible to apply to Turing. In compliance with Federal Law, Turing does not conduct business with individuals and entities on the Specially Designated Nationals ("SDN") list<sup>1</sup>. For more information on these laws, [click here](#). If you have been suspended from Turing in the past you are not allowed to work on our platform again.

### 2.3. English requirement

Verbal and written communication is crucial for success when working with American clients. To join Turing, we require a minimum B2 Level of English in both written and verbal communication. If you are not confident in your English, feel free to use the following resources to help you improve your English:

- Italki - <https://www.italki.com/>
- Verbal Planet - <https://www.verbalplanet.com/>
- Open learning - <https://www.openlearning.com/courses/TheWriteAdviceAcademicWr/>

When you are ready to apply to us, you may send an email to [support@turing.com](mailto:support@turing.com).

---

<sup>1</sup> In compliance with Federal Law, Turing does not conduct business with individuals and entities from the OFAC Restricted Region (Cuba, Iran, North Korea, Syria, Venezuela, or the region of Crimea) or on the Specially Designated Nationals (SDN) list

## 2.4. How do I start with the application process?

Turing application process consists of a few simple steps.

First, register on our platform by applying to <https://developers.turing.com>

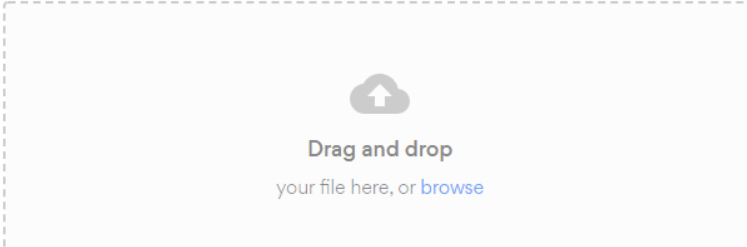
Once you do that – **upload your resume on the platform.**

Welcome to Turing

### Welcome! Let's create your profile

We know experienced developers like yourself are busy, so upload your resume and we'll automatically complete most of your profile. Don't worry if your resume is outdated, we can polish it up later.

#### Upload your resume

A dashed rectangular box containing a cloud icon with an upward arrow. Below the icon, the text reads "Drag and drop" followed by "your file here, or [browse](#)".

Max. file size: 4MB (.pdf or .doc files only)

Next

*Picture 1: Upload your resume screen*

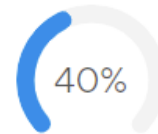
Once your resume is uploaded, it will be automatically admitted, so that it reflects some of your experience.



Welcome to Turing

## Your profile is now 40% complete!

We were able to do some neat ML tricks to read your resume and fill out most of your profile for you!



Next

*Picture 2: Profile parsed - message*

After you have successfully uploaded your resume – click **NEXT**.  
Then you will be asked to add basic information about yourself:

- **NAME,**
  - **LAST NAME,**
  - **PHONE NUMBER,**
  - **ENGLISH LEVEL – basic, average, or great**
  - **EDUCATION,**
  - **EXPERIENCE IN YEARS**
- SKILLS, AND ROLE YOU PREFER**
- **ANNUAL SALARY in your local currency.**

Take special attention to the section of the screen in the picture below, you can edit it later in the process, but it's recommended to do it now:

Are you interested in full-time jobs?

Yes

No, only part-time

I can start part-time and then switch to full-time

After getting an offer, how soon can you start working with Turing?

Immediately

in 1 week

in 2 weeks

in 1 month

in more than 1 month

What engineering role are you most experienced in?

Web Frontend

Web Backend

Fullstack (BE-heavy)

Fullstack (FE-heavy)

Mobile

Machine Learning

DevOps

Other

What is your current annual salary?

NGN per Year

Here are the Top 70% of the tech stacks we are hiring for.

Which one(s) are you professionally good at?

Select all that apply

React

43 jobs

React + Node

36 jobs

React Native

33 jobs

Ruby on Rails + Frontend

28 jobs

Python (Django)

27 jobs

Java + Frontend

26 jobs

Angular + Backend

25 jobs

PHP + Laravel

25 jobs

React + Python

17 jobs

Android (Kotlin)

16 jobs

Vue + Backend

15 jobs

Golang + Frontend

15 jobs

iOS Swift

9 jobs

Flutter

6 jobs

DevOps + AWS

6 jobs

Machine Learning

6 jobs

Data Engineering

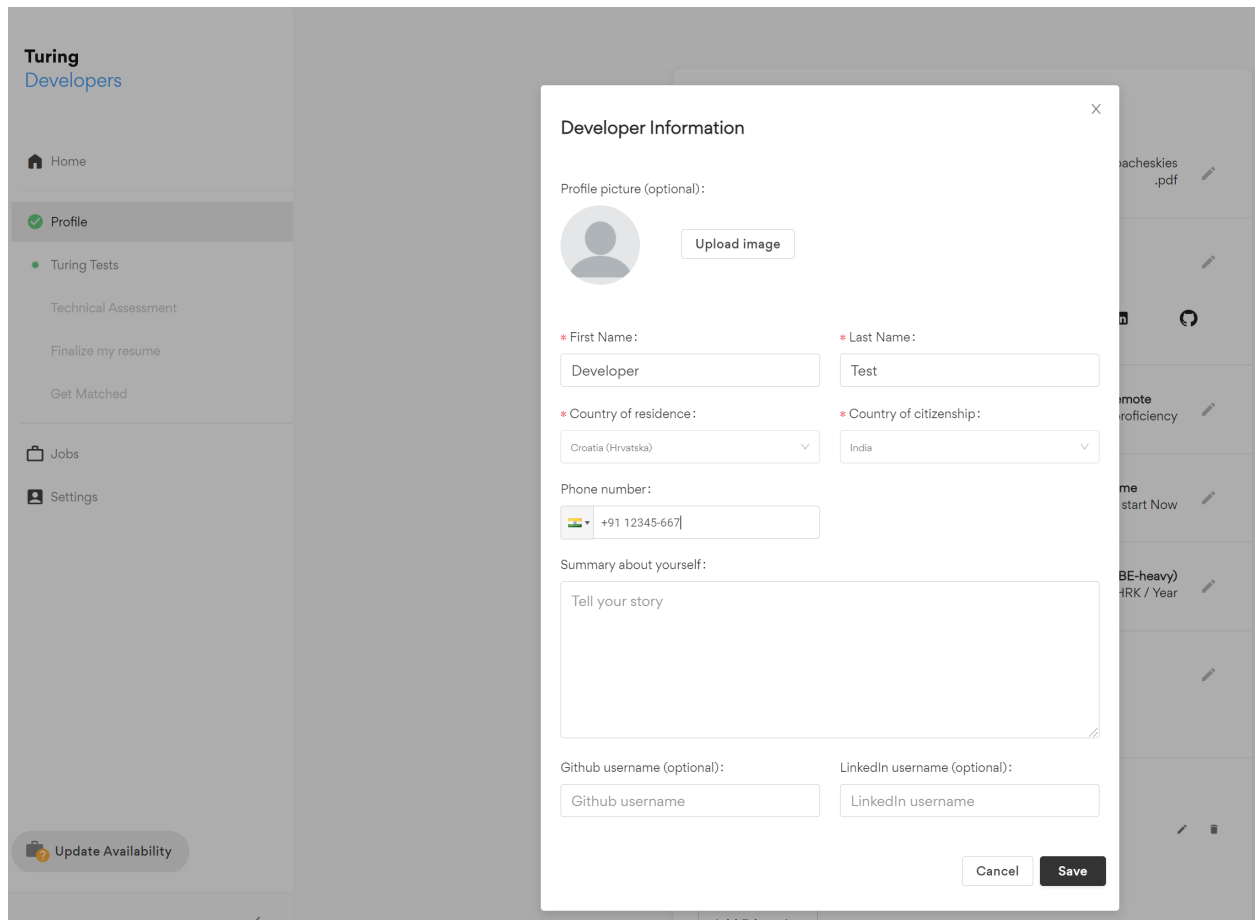
8 jobs

Other (specify below)

Choose skills in which you feel most comfortable!

Picture 3: Choosing skills and availability

After that, CHECK the basic information in your profile:



The screenshot shows the Turing Developers web application. On the left is a sidebar with navigation links: Home, Profile (highlighted with a green checkmark), Turing Tests, Technical Assessment, Finalize my resume, Get Matched, Jobs, and Settings. At the bottom of the sidebar is an 'Update Availability' button. The main content area is a modal titled 'Developer Information'. It contains the following fields:

- Profile picture (optional): A placeholder image and an 'Upload image' button.
- \* First Name: A text input field containing 'Developer'.
- \* Last Name: A text input field containing 'Test'.
- \* Country of residence: A dropdown menu showing 'Croatia (Hrvatska)'.
- \* Country of citizenship: A dropdown menu showing 'India'.
- Phone number: A text input field with a country code dropdown (showing '+91') and the number '12345-667'.
- Summary about yourself: A large text area with the placeholder text 'Tell your story'.
- Github username (optional): A text input field containing 'Github username'.
- LinkedIn username (optional): A text input field containing 'LinkedIn username'.

At the bottom right of the modal are 'Cancel' and 'Save' buttons.

*Picture 4: Entering basic info on the platform*

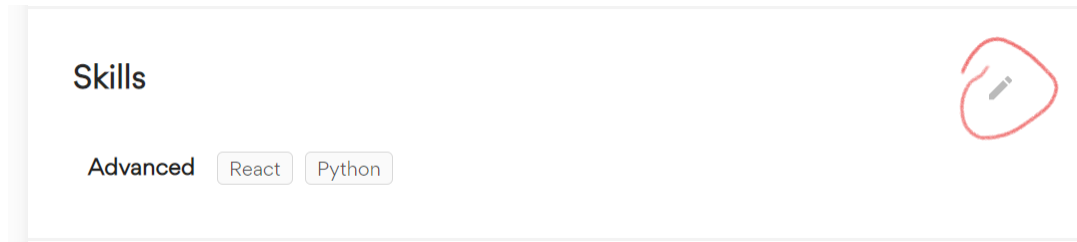
Be sure to fill out the summary with the basic information about yourself.

You can also add your Github, and LinkedIn data to give us an even better understanding of your experience.

## 2.5. Choosing your preferred tech stack

Once you have uploaded your resume, and fill out your basic information you must choose your top skills. If you didn't do it initially here is how it can be done.

You know what skill you're best at. **Tell us that**, choose pencil sign next skill in your profile, as in the picture below:



Picture 5: Choosing top skills - step 1

When you do that, the following screen will appear:

×

Here are the Top 70% of the tech stacks we are hiring for.

Which one(s) are you professionally good at?

Select all that apply

React 43 jobs

React + Node 36 jobs

React Native 33 jobs

Ruby on Rails + Frontend 28 jobs

Python (Django) 27 jobs

Java + Frontend 26 jobs

Angular + Backend 25 jobs

PHP + Laravel 25 jobs

React + Python 17 jobs

Android (Kotlin) 16 jobs

Vue + Backend 15 jobs

Golang + Frontend 15 jobs

iOS Swift 9 jobs

Flutter 6 jobs

DevOps + AWS 6 jobs

Machine Learning 6 jobs

Data Engineering 8 jobs

Other (specify below)

Add you skills, years of experience and how competent you are with each of them.

Skill	Years of Professional Experience	Competency	
React	5	Advanced	Required
Python	5	Advanced	Required
Enter skill name to sea...			

Done

Picture 6: Choosing top skills - step 2

## 2.6. How many tests do I have to take?

Our goal is to find you as soon as possible.

Because of that reason, we require you to take 2-4 tests to help us to assess your ability to work with some of the best companies in the world.

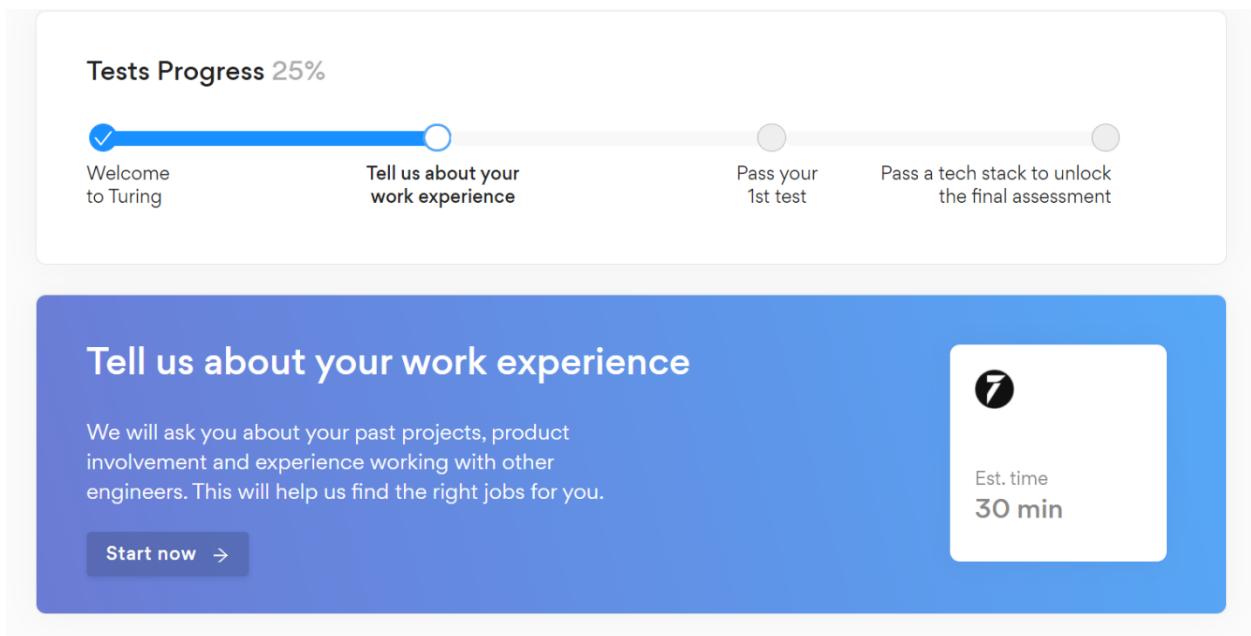
These tests are:

- Seniority Assessment
- All of your required tests for your chosen technical stack as shown on the Picture 3.
- Live Coding Challenge

Technical tests you need to take will depend on the number of tech stacks you chose in the previous step.

## 2.7. Seniority Assessment

When you click on **Turing Tests** in the left column, after you have completed everything that is necessary in your profile, you will see the following screen:



Picture 7: Seniority Assessment Screen

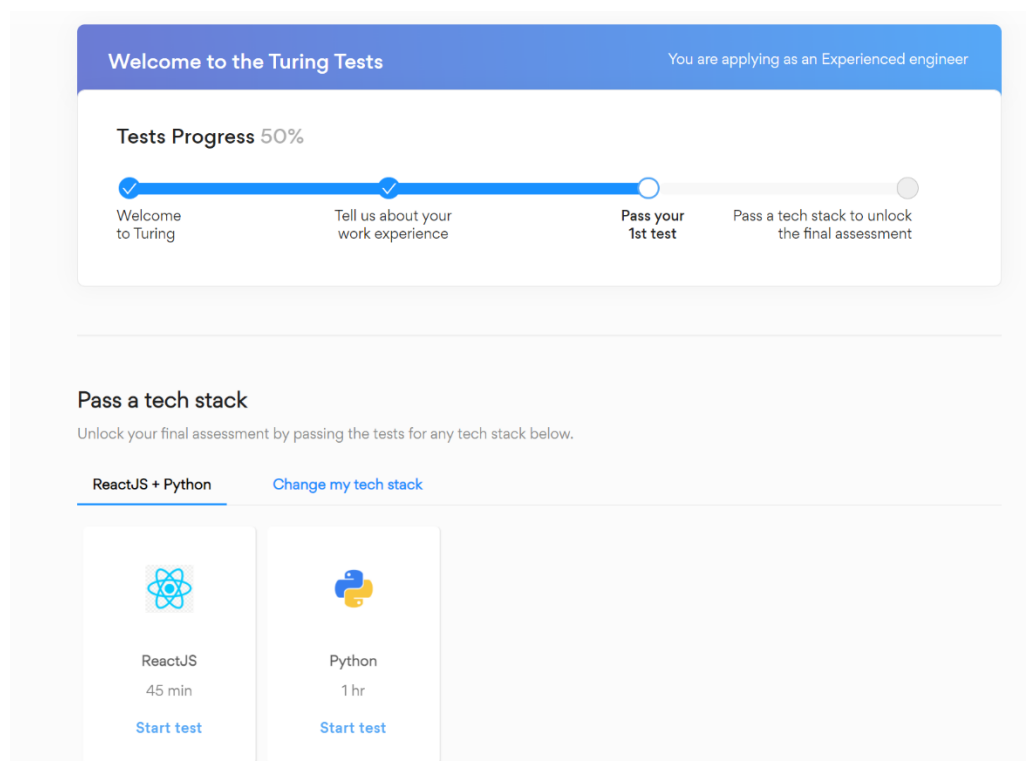
On Picture 7. two different parts can be seen. First is the **progress bar** which is designed to give you the overview of your progress.

Second is **Seniority Assessment**, which is a test designed to ask you about your past projects, product involvement and experience in your work with other engineers.

Test is designed to last 30 minutes, and it will help us place you with the best possible client for your set of skills.

## 2.8. Tech Stack Tests

Once you have passed the Seniority Assessment, you must take Tech Stack Tests. These tests will depend on the tech stacks you have chosen in **Choosing your preferred tech stack – step 2** on the Picture 3. In our test example, this developer chose React, and Python. His screen after passing Live Coding Challenge looks like this:



*Picture 8: Automated tests example*

In the example above, all the automated tests will take 30 minutes for Seniority Assessment, and 1 hour, and 45 minutes for the tech stack tests.

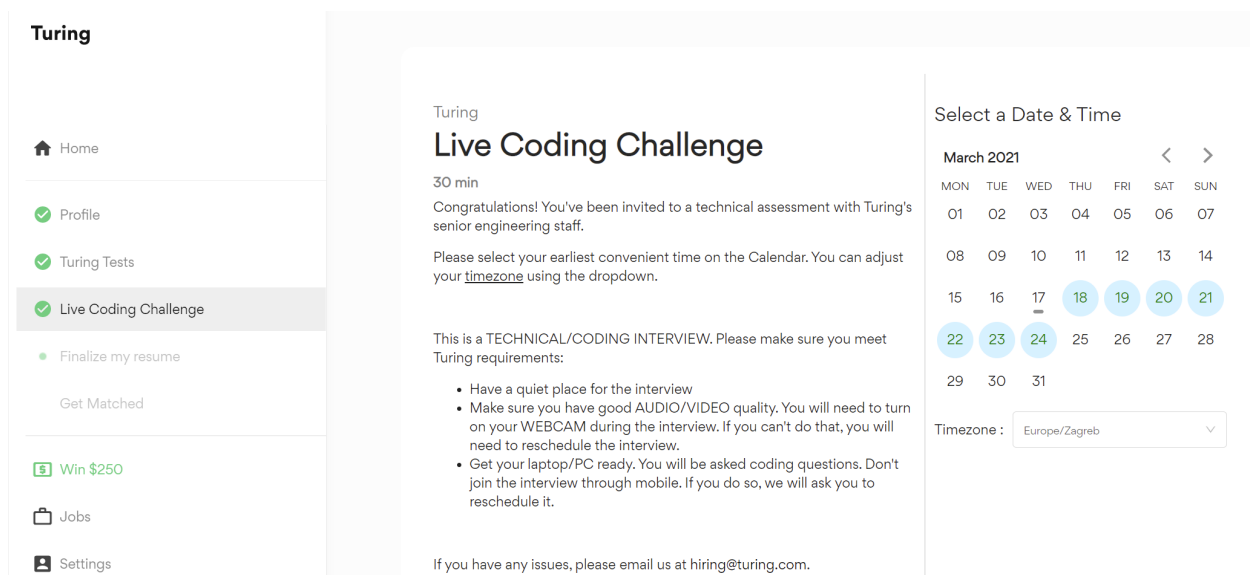
These numbers may vary, depending on the number of stacks you choose from the Picture 3.

When you pass the tech stack tests, the last step is to book the Live Coding Challenge. This is the last part of the Turing Vetting Process.

## 2.9. Schedule Live Coding Challenge – Live Coding Challenge

You can book the Live Coding Challenge on your profile on the Turing platform by using the following link: <http://developers.turing.com/dashboard/calendar/1>

When you click on Live Coding Challenge, screen that is looking like this will show up:



Picture 9: Live Coding Challenge, scheduling screen

On that screen, you can book the Live Coding Challenge, which will be the last step of your Turing Vetting Process.

Of course, you're probably wondering, "what exactly is the Live Coding Challenge?"

## 2.10. What is expected of me in the Live Coding Challenge – Live Coding Challenge?

As we have discussed, the Live Coding Challenge is the last step of the Turing Vetting Process.

During the Live Coding Challenge, your skills will be assessed by Turing's expert engineering staff. The Live Coding Challenge is designed to test your problem-solving skills. Please make sure you meet Turing requirements:

- Have a quiet place for the interview
- Make sure you have **good AUDIO/VIDEO** quality. You will need to turn on your **WEBCAM** during the interview. If you can't do that, you will need to reschedule the interview.
- Get your laptop/PC ready. You will be asked coding questions. **Don't join the interview through mobile.** If you do so, we will ask you to reschedule it.

Be aware that on this challenge, we will test your coding skills, and your approach to the solution is important. This won't be structured as a conversation, you will have to show us how good you are at coding.

Don't worry, **even if you fail, you can reapply in six months.** We have prepared the list of resources you can use to improve your skills:

- Coursera - <https://www.coursera.org/learn/algorithmic-thinking-1>
- Hackerrank - <https://http://hackerrank.com/>
- Codility - <https://app.codility.com/demo/take-sample-test/>
- Khan Academy - <https://www.khanacademy.org/computing/computer-science/algorithms>
- Data structures and algorithms - <https://leetcode.com>
- System Design - <https://github.com/donnemartin/system-design-primer>
- OOP & Design Patterns - <https://www.youtube.com/playlist?list=PLF206E906175C7E07>
- Git - <https://git-scm.com/book/en/v2>



### 3. What does it mean to be a Certified Turing developer?

To summarize, once you have passed the automated tests, and the Live Coding Challenge, you successfully completed your Turing Vetting Process. Congratulations!

Now you are a fully certified Turing developer!

With that certification, there are few things you need to know:

- 90 % of our clients are coming from Silicon **Valley, US**.
- Most of the projects on our platform are **long-term** , since we want our developers to be happy with the work they do.
- We are not a regular jobs platform; **we like to see our developers grow with Turing**. We want to see them work on exciting and challenging projects.
- With Turing, you don't have to worry about money. Our goal is to **get you a stable and regular income**.
- We want you to build a reputation as one of the **best 1% developers** in the world.

By working at Turing you are a part of an active, and vibrant Turing community.

You can apply to full-stack, frontend, backend, mobile, DevOps, UI/UX, Machine Learning, Data Engineering, and other software engineering jobs.

Once you're a Turing engineer, you will never have to apply for another job.

#### 3.1. Turing – Referral Program

We would like to welcome you to the Turing Dev Ref Program! Through our referral program, you have the opportunity to **win \$250** by inviting more talented developers like yourself to join Turing. Our goal is to provide the best opportunities to talented developers worldwide.

## Turing

Home

Profile

Turing Tests

Live Coding Challenge

Finalize my resume

Get Matched

Win \$250

Jobs

Settings

Available For Work

Log Out

Hi , help your friends get great jobs with Top U.S. software companies.

Invite your friends to Turing and



Earn \$250 every time your friend is hired by Turing's U.S. partner company for at least 1 month.

For example, if 4 of your friends are hired by Turing's U.S. partner company for at least 1 month, then you will earn  $250 \times 4 = 1000$ .

There is no limit to how many friends you can invite. We highly encourage inviting 10 to 20 (or more!) software developers who might be interested in Turing.

Enter email addresses, separated by comma:

example1@gmail.com,example2@gmail.com,example3@gmail.com,example4@gmail.com,example5@gmail.com

Send Invites

Picture 10: Referral Program screen

The program is very simple :

On the referral page (shown above), enter in the email addresses of the developers you would like to refer. They will be sent an email with an explanation of the exciting opportunities at Turing. They will also receive a link that they can click on to immediately create a Turing account and begin the process of becoming a Turing developer!

If the developer you refer to Turing is successfully matched to a Turing's U.S. partner, you'll receive a **bonus of \$250 for that developer**.

Note: To receive the bonus, the developer must be in good standing with Turing's U.S. partner after one month of working with them.

If you have any issues, please reach out to [support@turing.com](mailto:support@turing.com) with "[DevRefProgram]" in the subject line.

## 4. What is next?

Once you have passed the Live Coding Challenge, you did your part of the job, regarding the Vetting Process. Now, it's our job to find you the client. Few questions you possibly have, are:

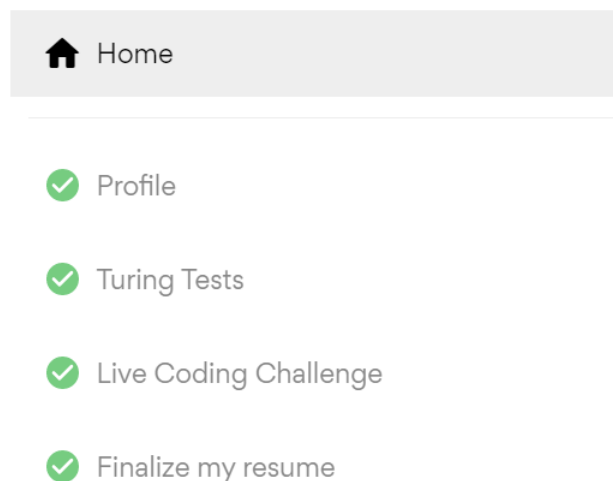
- How long will it take?
- Can I do anything to make the process faster?

Usual period for finding a match is 2 – 6 weeks, but you can help us to make that process faster by doing some of the following steps.

### 4.1. Finalize my resume

Once you have passed the Live Coding Challenge, a new part of the platform will become available.

**Finalize my resume** is the part of the platform where you can decide how you want to be presented to the clients.



*Picture 11: Finalize my resume screen*

When you start to edit our profile, you will see that we did some of your work for you.

You will see some experiences are copied from your uploaded resume, but it's important to emphasize the difference between the **role**, and **project**.

**ROLE** defines the role you had in a specific company. Your screen will look like this:

**What's your work history?**

Top US companies on Turing's platform will hire you based on your contributions to past technical projects. Include at least 1 project for each of your skills.

D3.js C# ? Where do I add skills?

● Senior Frontend Developer -

Senior Frontend Developer

May 2017 June 2019

☐ Still working here

What was your role at the company?

**Projects** [+ Add project](#)

Project at

Created different prototype applications for different prospect clients using React and Angular

React Angular D3.js

Redux

5 screenshots

You can explain your role here. Be aware that the **role**, and the **project** are NOT the same.

Picture 12: What is Role?

Your role description can be “I was a senior developer, who managed more complex project tasks, while also supervising the work done by less experienced members of the team”.

It is important to emphasize the difference between **ROLE** and the **PROJECT**.

**PROJECT** will have three different parts. Experiences, Outcomes and Skills. You will also have the field to add your screenshots, and skills you used on the specific project:

The image shows a screenshot of a web application titled "Edit project" for a "Frontend Engineer" role. The form contains two text areas for descriptions, a skills input field, and a section for optional screenshots. Three blue arrows point from specific parts of the form to labels on the right: the first arrow points from the first text area to "DESCRIPTION", the second from the second text area to "OUTCOME", and the third from the skills input field to "SKILLS".

**Edit project**  
Frontend Engineer

Created different prototype applications for different prospect clients using React and Angular 4. Built an application that analyzed the market across the globe using Mastercard data analytics. The application had pivot slideshow presentations, multiple user roles, and a chart library built with D3.js. Guide, encourage and organize junior frontenders work.

I worked on different projects, using different technologies, but for the most important that was for Mastercard. After having helped to create an MVP product using React, the company decided to start using Angular because of the MA guidelines, and without any experience with Angular, with the frontend team, I established the structured app. The app was complex enough to be used for MA Europe and MA USA to digest PPS files and let the admin build reports in a few minutes, rather than months compared with the human process.

React x D3.js x

Screenshots (optional)

+  
Upload

Delete Cancel Save

**DESCRIPTION**

**OUTCOME**

**SKILLS**

Picture 13: What is Project?

Description of your projects **should emphasize the experience you have in the skills you have chosen as your top skills, and for which you have passed Turing tests.**

If you are unsure of what to put, please check out **the help bar** that appears on the right hand side of the screen. This help bar contains hints and examples of great resume content.

US companies on Turing's platform will hire you based on your contributions to past technical projects. Include at least 1 project for each of

### Add project

Frontend Engineer at Acme Corporation

Project name  URL or GitHub repo (optional)

What did you build?

1/1000

What was the outcome of the project?

Technologies and tools used

Screenshots (optional)

+  
Upload

Cancel Save

#### HELP

##### What did you build?

Try to answer these key questions:

- What was the purpose and functionality of the project?
- What was your role in the team and who did you collaborate with?
- What languages, frameworks, tools, and/or databases did you use?

##### Example

**What did you build?**

Ticket management system.

Led a team of 6 engineers in building a SaaS ticket management system (similar to JIRA) for taskfy.com. Developed Web API backend using Node.js, Typescript, Express.js, TypeORM, and JWT for user authentication. Used MySQL for data storage. Implemented Elasticsearch for indexing ticket data. Developed front end using Typescript, React.js, Redux, Redux Saga, Ant Design. Set up unit tests with Jest, React testing framework, Cypress. Created CI/CD pipelines using Jenkins. Used GCP for hosting. Setup Kubernetes cluster for auto scaling and fault tolerance. Integrated with Twilio for email and SMS notifications.

Picture 14: Help bar

Finally, be sure to tag the **skills** you used in the project.

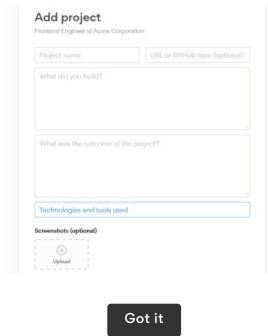
This is very important for employers to be able to quickly see the projects you've done for the skills they are hiring for.

If you have passed the test for a specific skill, you will be required to tag that skill in at least one project. If you are confused about where to tag skills you can view the support feature. (Please see screenshots below).

If you are wondering where to add skills, you can do check the following picture:

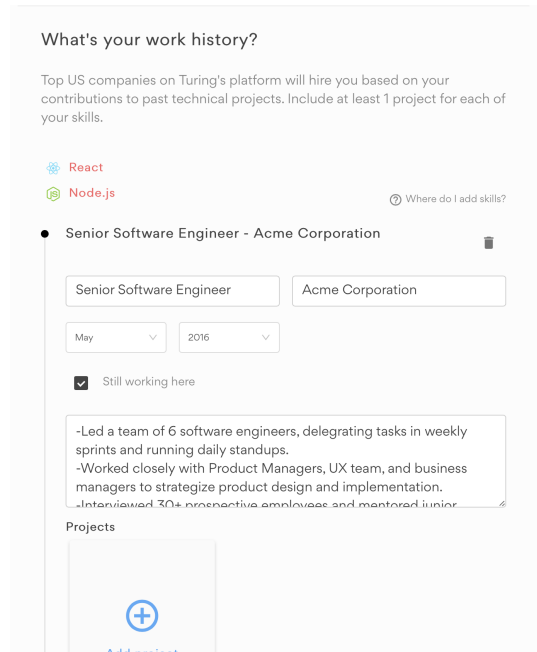
## Where do I add skills?

You can add skills to a project by selecting them in the **Technologies and tools used** field as shown below.



The screenshot shows a form titled "Add project" for a "Frontend Engineer at Acme Corporation". It includes fields for "Project name" (with a "URL or GitHub repo (Optional)" link), "What did you build?", "What was the outcome of the project?", and "Technologies and tools used". There is also an "Upload" button for "Screenshots (Optional)". A "Got it" button is at the bottom.

X



The screenshot shows a form titled "What's your work history?". It includes a note about top US companies hiring based on past technical projects. It lists skills: "React" and "Node.js". A section titled "Senior Software Engineer - Acme Corporation" shows a job entry with fields for "Senior Software Engineer" and "Acme Corporation", a date range from "May" to "2016", and a checkbox for "Still working here". The job description includes bullet points: "-Led a team of 6 software engineers, delegating tasks in weekly sprints and running daily standups.", "-Worked closely with Product Managers, UX team, and business managers to strategize product design and implementation.", and "-Interviewed 30+ prospective employees and mentored junior...". A "Projects" section at the bottom has an "Add project" button.

Picture 14: Where to add skills?

That will help us to get you matched more easily. We will show the potential client your immense experience in the skills they are considering you for.

## 4.2. Additional Tests

As you remember, at the beginning of the process you have chosen your top skills. However, you can always take additional tests if you think you are good at multiple skills.

Feel free to **try as many stacks as you can, if you think you're good at them!**

Just don't forget to **showcase these skills in your resume!**

## 5. Matching/Onboarding Process

Once you have passed the Live Coding Challenge, it's our job to find you the client.

So, how does it go?

First, we take into consideration the results of your automated tests in your top skills.

Then, we upgrade it with the results of the Live Coding Challenge.

That is compared with your enclosed resume, and your Turing Profile. After that, your resume **is presented to the possible clients**. When you are chosen as a possible candidate for the job, our **Onboarding Team will reach out to you and schedule a call**.

That call will be **about a specific job opportunity, and the expertise that is needed for that role**.

On the onboarding call, we will discuss your **availability, salary and the profile quality**.

It's important to notice that the terms discussed can be used for multiple jobs, and once established they are **valid for the first job with Turing**.

Our goal is that you grow with us, and depending on the quality of your work, your salary, and role can be renegotiated.

Minimum renegotiation period is 4 months, but it is always better to renegotiate between the projects, and not while the project is ongoing.

Once all the terms are established, you will be shortlisted for a job. If chosen, you will meet the client in an interview.

### 5.1. Rates

You are allowed to set your own rate, but Turing will advise based on your overall vetting score, client needs and our observation of the market conditions.



Your rate is a confidential agreement between you and Turing, and it should not be shared with anyone, including other developers or clients. Sharing your rate would constitute a breach of your contract. All rate discussions must be done through Turing.

Turing wants to help you grow as a developer, and therefore, you will be in a position to consider a rate adjustment that Turing's marketplace will support after 4 months of joining Turing. However, please keep in mind that your rate increase is dependent on feedback from the client and Turing's performance review.

## 5.2. Working hours

Most of our clients are based in the USA and work from 9 am-5 pm Pacific Standard Time (PST), and for successful collaboration, they request that developers allow for a 4-6 hour overlap within this time zone.

Your availability will be discussed during the onboarding call.

The hours you have worked are calculated using Workspace, our time tracking software.

## 5.3. Workspace

Workspace is Turing's time tracking software. Timesheets are used to keep track of the work you have completed for clients. Your total working hours are calculated at the end of each month, and your salary is paid based on this information.

Timesheets must be completed before the last day of the month to ensure your payment is made on time. Your salary can be paid hourly, or in fixed monthly installments. It's your choice. Turing will create your Workspace account and email you the login details as soon as you have matched with a client. Ensure that you familiarize yourself with the features of Workspace before you start working.

## 5.4. Notice period and the Trial period

Most developers are concerned about leaving their full-time positions to join Turing. They are not sure how to make that switch, and what tools do we have in place to make the transition easier.

Turing and the client may agree to a limited initial trial period. The trial period **typically lasts 14 calendar days**. The terms of the trial will be set out in advance and communicated to you by the Account Executive. You **will be paid** for all the work you complete, even if the trial fails.

There are few important things you need to know, before you decide to join us, and make a successful career as one of the 1 % developers in the world:

- We allow our developers to start the notice period in their current company once they have successfully passed the trial with the client.
- We allow our developers to start working part-time, during the period of one month, and then switch to full-time.

That way we minimize the risk for you, because we don't want to mess up anyone's livelihood, and we want to get the best developers we possibly can.

Be aware that during the trial period it's expected of you to work part-time 4 hours a day, and that in that scenario notice period can't be longer than a month.

## 5.5. Pre-interview prep call

If the client approves your match, your Account Executive will reach out and invite you to a pre-interview prep call. Before the call, you will be sent a pre-interview prep document with the following information:

- An overview of the role
- Your profile
- Tips to be successful in the interview
- Tips to be successful after you've started working with the client

During the call, the Account Executive will go over details about the company, the project, and your role.

They will assess your suitability for the role by evaluating your: communication skills, your level of professionalism, and the quality of your video, audio, and internet connection.

You will have an opportunity to ask questions. If the call was unsuccessful, the Account Executive will provide feedback. If you are selected, you will be invited to a client interview.

The client may also request you take additional technical tests. If this is required, your Account Executive will inform you of all the requirements.

## 6. Tips and requirements for a successful call

### 6.1. Check your equipment before the interview

Check your WiFi one hour before the meeting. Make sure you have a **strong and stable connection**. Check that your audio is working loud and clear. Make sure your video camera is working properly.

### 6.2. Conduct the interview in a professional environment

Be in a well-lit room, avoid lighting that is directly above your head or from behind. Ensure the background of your webcam looks professional and is not distracting. For instance, a white wall is good. Ensure there is no loud distracting noise in the background.

### 6.3. Be professional

Be on time, arriving five minutes early for the meeting allows you to start the meeting with confidence. Double-check the time zones with Turing 1-day before the meeting, so you don't miss it. Dress professionally for the interview. For instance, a full-sleeved shirt that is clean and ironed. Your hair should be neatly combed or styled.

### 6.4. Be prepared

Research the company beforehand and prepare questions in advance. If you have any questions about where you can find information about the company, please ask your Account Executive ahead of the interview. Ask questions about the product, company, and team so you can get to know the company better. Understand the **most important** problem or

business need the client is tackling. Once you know their biggest problem, you can help them solve it.

For example, you can ask:

*“What are the most important business needs for the company today?”*

The customer might say launch MVP ([minimum viable product](#)), get the demo ready, fix bugs in an existing product by some date, etc.

Practice talking about prior projects and your prior work experience in your resume. Focus only on projects that use technologies similar to what the customer needs.

## 6.5. Be genuine and SMILE

Be bold and confident. Smile, be yourself and enjoy the interview.

## 6.6. Interview with the client

You can expect two types of client interviews: a technical interview that focuses on your skills and the project’s technical requirements, and an interview that focuses on culture fit.

Typically, the client interview will focus more on culture fit due to your prior engagement with Turing’s Vetting process.

Your Account Executive will help you prepare for the interview. They will inform you of the outcome, and if they haven’t followed up within 2-days, please reach out. After you successfully pass your interview with the client, the trial period will start.

## 7. What to know when you are working with a client?

### 7.1. Payments

We pay you through the Deel platform. You will be receiving a Deel invite link from Turing. Upon receiving the invite, you'll need to sign up and verify some of your personal information to receive payments.

After that, you will sign a remote work agreement that outlines your contract with Turing, along with other information like your payment rate.

Deel will allow you to receive payments much faster and allow you to withdraw in any of their supported payments including bank transfer, Payoneer, TransferWise, Cryptocurrency etc.

### 7.2. Benefits

Turing does not offer benefits or contribute to medical insurance, life insurance, disability insurance, and or retirement plans.

### 7.3. Taxes

As an independent contractor, Turing does not pay taxes on your behalf. You are responsible for paying your taxes.

Turing can't employ foreign residents legally, and as such, we provide a W8 form for international contractors. For independent contractors who are US residents, we cooperate under W9 domestic contractor terms.

### 7.4. Project length

The typical length of a project is 6+ months. Part of our client vetting process is ensuring that their projects will engage the developers that we Match them with full time for a minimum of 3 months.

## 7.5. Project cancellation

Canceling a project is very rare, but if a project is canceled, the client is required to inform your Account Executive, and your Account Executive will inform you. If the client informs you before communicating with Turing, please contact your Account Executive immediately. Do not negotiate with the client. Work completed on the project will be paid.

## 7.6. Leaving a project

If you no longer wish to continue on a project, please inform your Account Executive. Your Account Executive will inform the client. Do not inform the client before communicating with Turing. A minimum 14-day notice is required when resigning from a project. Failure to follow these procedures will affect your match-ability in the future.

## 7.7. Future work

Developers with high match-ability will be prioritized for future matches. To be considered highly matchable you must:

- Be active regularly on the platform.
- Have a successful track record.
- Received positive reviews from clients.
- Display a positive working relationship with Turing.

## 7.8. IP assignment / Confidentiality Agreement / Non-Disclosure Agreement

The terms of the confidentiality agreement and IP assignment with Turing are set out in your contract.

The client may request that you sign an additional IP assignment, confidentiality agreement and/or NDA. If the client asks you to sign an additional legal document, please consult your Account Executive.

## **7.9. Non-solicitation**

The terms of non-solicitation are outlined in your Turing contract. You are not allowed to directly or indirectly, encourage, solicit, or otherwise contract or work for a Turing client, outside of Turing, for twenty-four (24) months. The client is not allowed to directly or indirectly, encourage, solicit, hire, or otherwise contract or engage you to perform services outside of Turing for twenty-four (24) months. If you are solicited by a Turing client to perform work outside of Turing, please contact Turing immediately. Do not negotiate with the client.

## **7.10. Unreasonable or unusual client requests**

Don't over promise and under deliver. It's always best, to be honest with the client about your skills, abilities, and how long it would take you to learn something new. If you're concerned, please contact your Account Executive, and let them know, they will address the issue with the client.

## 8. Holiday's and time off

As an independent contractor, there is no payment for: leave, sick days, and national holidays. We are flexible, and our clients are as well. We think that our matches are healthiest when you can communicate this sort of thing to the company that you're working with directly. However, we have some simple protocols that we ask every developer working on our platform to follow. These protocols are designed to ensure that things for Turing, our clients, and you as a Turing Developer are handled smoothly.

### 8.1. Planned time off

If you're planning on taking time off, please send an email to [developersuccess@turing.com](mailto:developersuccess@turing.com) and CC your Account Executive. Our policy on time off is that you minimally give us notice **directly proportional** to the amount of time off that you plan on taking -- for every day that you plan on taking off, plan on giving at least **2x** that much notice. For example:

- If you plan on taking 5 days off, we will need minimally 10 days notice
- If you plan on taking 13 days off, we will need minimally 26 days notice

Of course, there may be exceptions to this, where this amount of notice cannot be practically given. In these situations, please communicate promptly with your Account Executive to appropriately handle the situation in a way that will be appropriate for all parties.

### 8.2. Unplanned time off

Sometimes, you may get sick or have other unplanned emergencies come up that will cause you to miss work. We ask that as soon as you can that you at least contact your Account Executive and send an email to [developersuccess@turing.com](mailto:developersuccess@turing.com). Do this as soon as possible.

Keeping a reliable line of communication open with the people that you work with is essential to a successful remote collaboration on Turing. Both we and our clients understand that unplanned things will occur that will cause you to miss work. We expect that you can be responsible and let us know immediately when those things occur so we can plan and operate accordingly.



### 8.3. Privilege Leave (PL)

Privilege leaves are the leaves that you will be entitled for after working for a minimum of 3 months with Turing.

- You are entitled to a PL of 1.25 for a month i.e 15 leaves in a year.
- Up to 10 leaves can be carried forward to the next calendar year. Any accumulation of PL in excess of these limits will lapse at the end of the year and No leave encashment will be granted.
- This will be applicable only for the Fixed billing developers.
- Prior Intimation of the leave is Mandatory.
- Sick leave will be adjusted in privilege leave. If no PL is balanced then the same will be treated as leave without pay.

### 8.4. Failure to follow protocol

This decision, will ultimately, be made by the client that you are working with, the Account Executive that you are working with, and members of Turing's internal Operations team, but failure to comply with our time off policy may result in failed matches with our clients and your removal from the Turing platform.

## 9. Being a responsible remote team member

**Communication is key.** Your ability to express your thoughts and ideas in a manner that is respectful, but impactful, will help you get things done easily. If you can't do something, let people know, don't wait for someone to ask. Never be afraid to follow up and ask questions.

**Practice effective communication.** Focus on listening rather than talking. Being engaged in what the other person has to say allows you to focus on understanding and connecting with the person.

**Non-verbal communication is important.** When you interact with others, you're continuously giving and receiving wordless signals. All of your nonverbal behaviors send strong messages. They can put people at ease, build trust, and draw others towards you, or they can offend, confuse, and undermine what you're trying to convey. In a remote working environment, good virtual body language means speaking up on conference calls, turning on your camera for video chats, and responding to emails and instant messages in a timely fashion.

**Avoid communication barriers.** When you're stressed or emotionally overwhelmed, you're more likely to misread other people and send confusing or off-putting nonverbal signals. You can't communicate effectively when you're multitasking.

To communicate effectively and not put the other person on the defensive, it's important to avoid sending negative signals.

**Good writing skills** allow you to communicate your message with clarity and avoids misunderstandings.

Correct grammar, punctuation, and spelling are key in written communication and using tools such as [Grammarly](#) help ensure that you construct sentences that are clear and concise.

**Your physical appearance and surroundings reflect the level of your professionalism.**

**Look clean and well-groomed.** There is no need to overdo it. Business casual and low key is sufficient.

**Clean your desk.** Don't have anything between you and the camera that says you're messy or disorganized. Lose the stack of papers, sticky notes, and potato chips. Consider the visual message you are sending.

**Prepare your background.** If you have a sunny window directly behind you, close the curtain. Think about what they see behind your head. A clean wall or curtain is better than a cluttered office, kitchen or living area.

**Be Proactive.** Don't wait for someone to tell you what to do, take initiative and find ways to be productive for the benefit of the company. If you're not sure what would be productive, ask your manager or a more senior teammate for direction.

**Strive for excellence.** It's your responsibility to perform to the best of your ability. When you're working remotely, it is also your responsibility to set up a working environment that will best enable you to succeed.

Set up a working environment that has minimal distractions and allows you to be productive so you can complete your tasks on time.

**Maintain a positive attitude.** Your attitude not only affects your performance but will also rub off on and affect the performance of the people around you. If you notice yourself getting into a bad mood, try taking a small break to refocus and replenish yourself emotionally before coming back to work.

**Be reliable.** As a remote worker, it's your responsibility to make sure that you have the correct equipment and that your equipment is up to date and working properly.

**Be responsible.** You are responsible for tracking your work time, especially off-keyboard time. Be accountable for the work that you deliver.

## 9.1. Practicing good workplace ethics

Being boundaryless and working in a distributed environment requires Integrity, Collaboration, and Trust.

### 9.1.1. Integrity

**Display good character traits.** Turing values people with good character, and so do our clients. Integrity is based on good character, and your character reflects who you are.

Highly valued character traits associated with Integrity include: *loyalty, honesty, trustworthiness, dependability, reliability, initiative, self-discipline, and self-responsibility.*

### 9.1.2. Collaboration

**Teamwork** requires cooperation, and cooperation leads to effective collaboration. To collaborate well you need to: respect the rights of others, be a 'team player', be cooperative, be assertive, and exhibit polite and considerate behavior. It requires you to use your leadership skills, and it encourages the ability to both manage conflict and coexists with others.

**Good video etiquette is essential for good remote collaboration.** When you're working remotely, the most real-time collaboration will be done via video conferencing. Make sure that you are doing what you can to make each video call as valuable as possible!

**Be on time,** we cannot stress how important this is. If you are running late or can't make the meeting, reach out and let someone know.

Make sure your camera works and is positioned appropriately so that your whole face can be seen. Test your equipment before the meeting to make sure that everything works properly. Mute yourself when you are not speaking.

Make sure you are seated in a well-lit room and there is no loud or otherwise distracting noise in the background. Remember to pay attention.

### 9.1.3. *Trust*

High levels of trust are necessary for team members to establish strong positive relationships. Strong relationships lead to a positive working environment, it supports a culture of learning and leads to good performance. To be trustworthy:

**Use the communication tools** provided to you most effectively (e.g. emails, Slack, video conferencing, Workspace, etc).

If the team is using a tool that is not familiar to you, research how to use it. Identify which tool is used as the team's primary mode of communication. Set your notifications so that you are easily informed about urgent and important information.

Organize and archive information so that you have a record of communication between your manager, colleagues, and/or reports. Check your communication tools regularly.

**Respond promptly.** It's important to acknowledge when someone has sent you a request. If you can't action the request immediately, let the sender know when you will take action. Not responding to messages leaves people feeling ignored and erodes trust.

**Set your working hours.** In a global remote working environment, time differences will impact your work. Set your working hours and inform your colleagues when you will be available to respond to requests. Emergencies happen, so let your manager know how best to reach you outside of working hours, in case of an emergency.

**Sync your calendar,** so you stay updated about meetings. If you are unavailable during certain periods of the day, block that time off in your calendar. Remember to place blocks in your calendar when you take leave or when you are off sick. Use your calendar to help remind you of important deadlines and tasks.

**Respect deadlines.** Your actions speak louder than your words. If you can't meet a deadline, inform your manager as soon as possible, provide good reasons for the delay, then agree and commit to a new deadline. If you don't know how long a task will take, be honest, research how long it will take, then commit to a deadline.

**Get to know your colleagues.** Social interactions are important. Take time to know what's important to your colleagues, managers, and/or reports. Small talk helps to build rapport. Positive, trusting relationships are built on good rapport.

**Build confidence.** Building confidence is not only about your confidence, but also about building confidence in others. Acknowledge other people's thoughts and ideas, if someone shares an idea build on it.

People will trust and listen to you if they feel heard and respected. Don't be afraid to share your thoughts and ideas by speaking up in meetings. Contributing meaningfully to discussions shows you are engaged and willing to contribute to the team's success.

**Don't partake in offensive conduct.** Remote teams are global teams, and as such, you will be working with people from different cultural backgrounds. Respect cultural differences. Develop personal cultural-awareness. Understanding your own cultural makeup will allow you to open up to the idea that others hold different values and beliefs. Learn to appreciate and value diverse views.

Do not judge views that differ from yours as wrong. Accept that they are different and try to understand other points of view. Avoid imposing your values. Resist stereotyping. Avoid all stereotypes whether "negative" or "positive." Statements such as "blondes are dumb" or "Asians are good at math" will never be true of all individuals.

Stereotypes are therefore unreliable and untrue. Learn what you can from others, and accept your naïveté. No one is perfect, mistakes will happen, learn from your missteps so you can make better choices in the future.

## 10. Frequently Asked Questions

### Pre-interview prep call

Please visit <https://welcome.turing.com> to begin our coding challenge for becoming a Turing Developer. Once you are a Turing developer, you can start getting paid and work with top U.S. companies.

### What kinds of developers does Turing hire?

Turing hires Full Stack, Backend, Data Engineering, Machine Learning, AI (+NLP), DevOps, UI/UX, and Mobile Developers.

### Does Turing hire freelance or part-time work?

Sorry, no. Turing only hires people able to make a full-time commitment.

### Are there any entry level positions available?

Generally, no. However, if you are a highly capable developer you should visit <https://welcome.turing.com> and take our coding challenge to see if you have the skills necessary for placement with Turing.

### Does Turing have positions available for software quality assurance specialists?

Sorry, no. Turing only hires for the roles mentioned above at this time.

## How do I get matched for jobs with Turing?

Turing uses a combination of human-vetting and our AI systems to match qualified engineers with Turing clients. We evaluate your expertise, experience, performance on our coding challenges, interviews, availability, and location to help identify the best positions for each candidate.

