# About our interview

Meeting time: 01.12 23:00 ~ 23:45

Meeter: Steve Taylor

# About interviewer

I am one of the technical recruiters here at IMMO, I help hire for all roles across Engineering, Product and Data.

If you're looking for a great company culture with a company in hyper growth then get in touch, I'd love to talk to you.

| Years of experience: | 7/8 Years |
| --- | --- |
| Years at IMMO Capital: | Less than a year |
| Life at IMMO Capital: | Fun work with awesome people trying to make wakes! The company is on a crazy growth trajectory right now, it's a great time to join!! |

# About Company

### Name: IMMO Capital

### Description

| Size: | 51 - 200 employees |
| --- | --- |

Founded in 2017, we’re a fast-growing start-up and have received significant institutional and venture funding backed by top European, Global VCs and we’re honorored to be named as a “Tech Pioneer” by the World Economic Forum.

Our team includes serial entrepreneurs and industry leaders with experience from McKinsey, Goldman Sachs, Blackstone, Uber, HSBC, Amazon, Procter & Gamble, BlackRock, Morgan Stanley, Google, WeWork and many more. We’re a team of experts changing the way institutional investors think about residential real estate as an asset class

IMMO Capital is a next-generation asset manager & operating partner to institutional real estate investors. IMMO Capital uses AI to source & underwrite single unit/family homes into large portfolios of stabilised rental income with capital appreciation and active management. Our award-winning technology unlocks access to 98% of the residential market currently ignored by institutional investors – single unit assets. No building, no carbon impact, and faster access to stabilised income from rental portfolios in the best locations.

### Company Benefits

* MacBook
* Flexi-working
* Flexible Holiday
* ESOP (Employee Share Option Plan)

## 

# About Job

Position: Senior Frontend Engineer

### Skills & Experience

| Job titles: | Front End |
| --- | --- |
| Experience level: | Mid, Senior |
| Tech stack used: | CSS, React, UI/UX, SaaS |
| Primary skills we consider: | Next, Python |
| Secondary skills we consider: | AWS |

Logistics

| Compensation: | £50,000 - £70,000 |
| --- | --- |
| Employment type: | Permanent |
| Remote working: | Remote |
| Remote locations: | Anywhere |
| Visa sponsorship: | Not available |

We are IMMO, a real estate fintech disrupting residential real estate. IMMO makes buying, selling and renting an easy, hassle-free experience. We are building Europe's largest residential fintech platform for institutional investors to enable programmatic real estate investment at scale, unlocking the residential asset class. For sellers, we provide a quick and transparent sales process with a guaranteed offer in 48 hours and our renters enjoy high quality and newly refurbished properties with excellent service.

Founded in 2017, we’re a fast-growing start-up and have received significant institutional and venture funding backed by top European and Global VCs. The team includes serial entrepreneurs and industry leaders with experience from McKinsey, Goldman Sachs, Blackstone, Uber, Amazon, Procter & Gamble, BlackRock, Morgan Stanley, Google, WeWork, etc. and we are looking for talented people to join us on our mission.

We put data at the heart of decision making and believe that opinions don’t affect facts, but facts affect opinions. We are straightforward, open-minded, creative and not afraid to challenge others. If this sounds like you too… read on!

### Responsibilities:

* Join a small team of engineers working on the user interfaces driving IMMO’s core products, playing a major part in the company’s growth
* Create web applications with beautiful user interfaces for both internal and external consumers, using clean, maintainable JavaScript and CSS
* Take ownership of key frontend engineering projects, helping to define the architecture for greenfield projects and refine the technical design of our existing products
* Take a user-centric approach to optimising both the user interface and the user experience

Grow with IMMO, becoming the go-to expert in the technologies and areas of the business you’re most passionate about

### Requirements:

* Rock-solid computer science and programming fundamentals
* Production experience with React
* Production experience using Sass and/or CSS Modules
* Next.js experience as a nice-to-have
* Ember.js experience a real bonus in the short term!
* A good understanding of agile development methodologies and techniques
* Experience working with a distributed cloud platform such as AWS
* An eye for UI and UX design, as well as experience collaborating with designers
* A proven ability to take projects from rough ideas and experiments through to robust solutions
* A desire to work in a fast-paced environment within a close-knit team with a love of clean code
* A passion for constantly learning new ideas and technologies, and for levelling up your skills

# About me

Name: Alexis Colin

Email: [ralchemist313@gmail.com](mailto:ralchemist313@gmail.com)

Birthday: 1991.09.07

Address: 20 Rue Gontier-Patin, Abbeville, France

Hourly: 50$/hr

Hours per week: More than 40 hrs/week

Nationality: French

Education:

Business and Development School 3A

Bachelor of Computer Science| September 2008 - May 2011

- Bachelor of Computer Science, Additional Major in Management

- GPA 17 / 20

- Award from Department of Science and Engineering

Моbile: +380 (95) 523-5368

# Interview Direction

It’s great to meet with you to talk about the Fullstack Engineer role in your company.

## About me

My name is Alexis Colin and I am here for a 2.00 p.m job interview for the React.js Developer position.

I was born on September the 7th in 1991 in HongKong.

When I was 9 years old, I moved to France with my family and have been living here until now.

In 2011, I got a Bachelor of Computer Science and graduated from Business and Development School 3A in France and since then my developer career has started.

## Please tell me about your relevant work experience that would go intact with the position you applied to?

As you can see from my resume and cover letter, I have worked as a senior React developer for HUEX STUDIO company in Sri Lanka.

My value quickly became apparent to HUEX STUDIO’s shareholders after I single-handedly trained and developed and developed. At that time our team became the top team in

HUEX STUDIO since the second year.

There, I have developed so many projects i.e. SaaS and Shopify/E-comer projects integrating several backend platforms such as Laravel and Ruby on Rails and Django and so on.

I think my typical 3 years experience in HUEX STUDIO company will be of great use.

## What would you say are your strengths for this position?

Passion, creativity, discipline: these are my main 3 strengths for my work.

I am a crazy passionate person. I love working and developing.

If I start work, I can work, spending all my time even more than 8 hours a day.

You will be surprised by my passion.

## Experience

I am a full stack developer with over 5+ years of experience specializing in developing front-end using React.js library.

As you saw my resume, my development career has started as a UI/UX designer.

It was a really important and useful experience of my career.

I was hired by Webincorp company in Qatar as UI/UX designer, and have worked for 5 months.

After that, I have worked in many international companies as many roles i.e. Web Designer, Front-end Web Developer, Full Stack web developer and senior react developer mainly in remote.

So eventually, I have become a senior React.js engineer who has 10+ years experience of web development and 5+ years of react development.

I love React.js because of its extra simplicity and flexibility.

Until now, I have developed with all React.js frameworks.

In UI framework, Material UI and ant design and shards react and Onsen UI and so on.

In static-site generation framework, Next.js and Gatsby.js.

In state management framework, redux more exactly redux-thunk, redux-saga, redux-promise and redux-slice.

And also I have ever used most of the React.js core technologies i.e. hook and context and react router and anyway you name it.

And also have experience of using GraphQL as a trending query language.

Most importantly, my latest role is senior blockchain developer.

Now, blockchain has been gaining so much popularity for a few years.

About 3 years ago, I was interested in trending blockchain technology and single-handedly trained and trained and applied for Singapore company to test me.

Eventually, I have passed the test and became a blockchain developer at that company.

There, I have developed many blockchain projects integrating React.js library i.e. NFT marketplace and Defi project and so on.

So I think my experience in blockchain is also useful for your company.

Once the opportunity arises, I will never miss it.

This is not my pride, I just told my experience.

Thanks for listening to my explanation.

## What are some of the things that you want to try to learn by joining our company?

You know, my dream job is to be a CTO or CEO of a large company.

Of course, I know it is very hard to be CTO.

It takes a long time to become a CTO, and you need to have held some leadership positions after you have held some technical roles. Much of the role of the CTO is not about coding; it is more focused on strategy, governance, leadership, evangelism and influencing.

You must include Technological awareness, Technical skills, Business knowledge, Product management knowledge, Team management/ leadership.

To become a CTO, I am single-handedly training and training and improving my own skills.

And by joining your company, I am going to improve my primary skills i.e. React, AWS and teamwork skills even more and on the other hand, improve leadership skills.

I will do my best to achieve my dream.

## What I like

I love running as well as programming.

We developers work many hours in a day sitting on a chair.

So exercise is essential for us. I run every day at 5:00 a.m. for 30 minutes.

After running, I feel refreshed and clear of mind.

And also, I am a minion lover.

They are so cute. Most of my avatars are minions.

## Why do I hate LinkedIn?

LinkedIn requires spending a lot of time making connections with people I don’t know and crossing my fingers. With every new connection that dead-ends, the newsfeed starts to look more like spam.

As a typical example, after I created my LinkedIn profile, so many connections had been alerted everyday.

“Hey, I want to use LinkedIn for only development“

But it couldn’t because it is a social network, not only a development network.

“I can’t stand it any more. I will permanently delete my linkedin account and never use it”.

One day I decided to like this and tried that.

And after that if clients require my linkedin profile, I say “Hi, client! I don’t have a linkedin profile. If you wanna see my profile, then please see my github profile and personal website, please.”

## What makes me happy

I go to the restaurant or park and enjoy time with my family once every week or two weeks.

Sometimes I play football with my friends.

Whenever at that time, I feel happy and think “This is the life”.

But if you need, I am willing to dedicate my weekend time to work.

For a great success!

## Salary

My salary expectation is £60,000 ~ £70,000 annually.

But I know if I work harder showing all my talents, I can receive a maximum salary.

So if you hire me, I will do my best.

You will be surprised by my passion.

I will work even more than 8 hours a day.

## What is something you think is true that most people disagree with you on?

It's the necessity of investing in employees training and education to improve their morale and performance.

## Please describe your dream job.

Hello, everyone.

I am going to talk about my dream job.

My dream job is to be Chief Technology Officer of a large company.

Of course, I know it is very hard to be CTO.

It takes a long time to become a CTO, and you need to have held some leadership positions after you have held some technical roles. Much of the role of the CTO is not about coding; it is more focused on strategy, governance, leadership, evangelism and influencing.

You must include Technological awareness, Technical skills, Business knowledge, Product management knowledge, Team management/ leadership.

To become a CTO, I am single-handedly training and training and improving my own skills.

I will do my best to achieve my dream.

Time will prove it.

Thanks for listening to my explanation.

## What made you get into programming?

When I was a child, I was so interested in computer games.

At that time, tetris and bug catcher were so funny trending games and while playing, I wanted to develop like these games which can attract so many people.

That was the motivation that made me become a developer.

So, after that I entered a college and majored in computer science and learnt many development skills.

Of course, I am a web & mobile developer, but not only web & mobile developer.

I am also an advanced game developer.

Until now, I used to develop many web games with javascript in my free time.

It is my habit now.

## What is your favourite game?

My favourite games are many including warcraft and company of heroes and so on.

But I still prefer simple games and offline games like tetris and color matching games even though there are many 3d games that simulate real life.

This is my special hoppy.

## What do you value the most? Family? Or Honesty?

Of course, both are import values.

But I think honesty is more important than family.

We are developers.

Working together can produce more results than working alone.

I love teamwork so that we can discuss and solve problems if we have some issues.

So, to collaborate well, honesty is very essential for our developers and we have not to cheat or lie to each other.

# My Questions

1. Tell me about the project briefly.
2. How many team members are there?
3. Am I going to work in git or jira or any other version control system?