# About our interview

Meeting time: 01.15 12:30 ~ 01:00

Interviewer: Tom

# About interviewer

I am the People and Talent Lead here at Spill! We are on a mission to bring therapy to the workplace at the click of a button.

Years of experience: 4 years

Years at Spill: 4 Months

Tech Stack: Node.JS, Typescript, React, GraphQL and Postgres

Life at Spill: Transparent and Mission Driven

# About Company

Name: Spill

Website: umaproject.org

Description

Size: 11 - 50 employees

Funding Stage: Seed

Spill is all-in-one mental health support through Slack. Spill lets employees access video therapy through Slack, making emotional support open to everyone in just a few clicks. No hurdles, no waiting lists, no third-degree questioning.

Some emotional pain — like heartbreak or taking a risk and failing — can help us to learn and grow. But much of it is unnecessary: prolonged low mood, imposter syndrome, crippling social anxiety. This is the stuff that detracts from, rather than adds to, life's richness. At Spill, we believe the solution to unnecessary emotional pain is already here — it just hasn't been evenly distributed yet. This isn't like the challenge of how to cure cancer, which still requires a lot of research, time and brainpower to crack.

Counselling and therapy have existed for over a century, and have been shown time and time again to dramatically increase emotional stability in as little as one or two sessions, and reduce symptoms of depression and anxiety as successfully as antidepressants

We’re on a mission to rid the world of unnecessary emotional pain! Go to https://www.spill.chat/ to find out more.

# About Job

Role: Senior Full Stack Engineer

Skills & Experience

Job titles: Front End, Full Stack

Experience level: Senior, Lead

Tech stack used: Node.js, Typescript, React, GraphQL

Primary skills we consider: Typescript, React

Secondary skills we consider: Node.js

Logistics

Compensation: £70,000 - £90,000 · 0.2% - 0.5% Equity

Employment type: Permanent

Remote working: Hybrid (up to 4 remote days p/w)

Visa sponsorship: Not available

We're working to solve emotional pain in the workplace. We’ve developed a Slack app that allows our client's employees to access therapy in a few clicks. It is easy to access and designed to be used by everyone - user-centred design is very important to us. We’re trusted by the likes of Typeform, Depop and Huel as well as many other progressive employers you can see listed on our site, and we're funded by Passion Capital, Ada Ventures and Seedcamp.

The job and the work:

At Spill we believe that engineers build better products when deeply intertwined with product. You should care deeply about our users problems and want to be involved in the process of solving them. As an engineer at Spill you will be talking to our users on calls most weeks along with our product team. You'll work with product to create the spec, before owning the feature development from start to finish.

You will work closely with the other engineers on solving difficult problems such as how to scale services as our user base grows, improve performance and reliability or build new exciting prototypes. You will be expected to maintain high quality standards by mentoring others on the team through pairing and code reviews.

Our Tech Stack:

NodeJS, TypeScript

React

Postgres

GraphQL

The ideal candidate:

✅ Should have a strong background as a Software Engineer (ideally 4+ years experience)

✅ Should be comfortable in both backend and frontend

✅ Should be comfortable working in a team that deals with ambiguity

✅ Should have experience building software at scale

✅ Should be great at collaborating with users through asking questions and communicating clearly

✅ Should care about putting users first

# 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 and honesty: these are my main 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 love javascript in programming languages the most.

Because of it’s faster speed and flexibility and so on.

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

More exactly, I prefer React.js in front-end frameworks and libraries.

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 £80,000 ~ £90,000 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.

## What are your favourite web3 apps?

What can Web3 be used for?

Web3 libraries **help us interface with the blockchain easily, make transactions, and interact with smart contracts**. Using a web3 library we can develop decentralized applications that reside on the blockchain or interact with it, such as web3.

What is Web3 technology?

Web3 (also known as Web 3.0 and sometimes stylized as web3) is **an idea for a new iteration of the World Wide Web based on blockchains**, which incorporates concepts including decentralization and token-based economics.

Web3 applications are **based on cryptocurrencies, or digital tokens that are tracked on blockchains**. These tokens are distributed to an app's early investors and users, and can also be bought and sold on cryptocurrency exchanges. In theory at least, they'll appreciate as an app takes off.

My favourite web3 apps are opensea as an NFT marketplace and pancakeswap as a decentralized exchange and Farmers world as blockchain game

# My Questions

1. How many employees are in your company? And can you tell me their each roles?
2. Am I going to work as a React Developer or Blockchain developer?
3. What version control systems do team members use? Git or jira or any other version control system?
4. What communication tool do team members use? Slack or discord or any other?
5. If you have your own roadmap for your company, please tell me.