# About our interview

Meeting time: 01.14 13:15 ~ 13:30

Interviewer: Xiaoxu Kang

# About Company

Name: KangarooHealth

Website: kangaroohealth.com

KangarooHealth is the industry's first end-to-end intelligent remote patient monitoring platform.

KangarooHealth enables forward-thinking providers to reduce adverse events and gain actionable insights on patients’ health changes between visits via AI-driven remote patient monitoring, automate patient engagement, education, and patient reported outcome collection, and boost provider bottom lines via additional reimbursements on remote patient monitoring and chronic care management.

We empower providers with supercharged triage efficiency, reduced patient risk profiles and unnecessary care utilization, and improved patient retention.

It was founded by repeat entrepreneurs from Johns Hopkins Medicine and Stanford StartX, backed by domain leaders from Kaiser Permanente and Palo Alto Medical Foundation.

# About Job

Role: Senior Frontend Developer

About the job

We are building the intelligent early detection system for patient care – a $100B market in the US alone. Based in Palo Alto, our team is passionate, talented, and obsessed about customers. We feel fortunate to be able to build a platform that is building a measurable impact on the daily lives of patients and providers.

We are looking for a highly motivated and startup minded Senior Front-End Engineer who is a React Specialist to join our tight-knit team to build the next unicorn in healthcare.

As a core team member, you will wear a variety of hats in order to tackle whatever challenges that may arise. You are a self-starter with a bias for action and you take ownership for your development of the product. You are passionate about technologies, love working with an innovative team of engineers in a fast-paced and technically driven environment. You never need micro-management and also love collaboration.

\**What You'll Get to Do: \**

* Join frontend engineering developing mobile and web applications in React, Next.js and Redux;
* Be an innovator. The products we’re building have no parallel, so you’ll spend time thinking big, but iterating quickly and shipping code continuously;
* Be a technical core member of our tech stack, developing processes for building, testing, and shipping code;
* Collaborate with our cross-functional team to build elegant, easy-to-use, and powerful products and tools;
* Review and influence ongoing software design architecture, standards and methods;
* Evaluate and benchmark new technologies that might be applied to the company's current offerings;
* Develop wireframes and prototypes working closely with UI/UX team;
* Be a technical mentor for other engineering team members;

What You Need to be Successful:

* 4+ years developing, launching, and supporting complex React and Redux-heavy mobile and web apps in a mission-critical production environment;
* Expertise with React, Redux and Next.js, and at least one modern JavaScript framework/library.
* Experience with front-end performance, monitoring, and testing;
* Passion for product design and UX is a plus;
* Excellent English communication skills to collaborate with a service-oriented team;
* Strong ability to effectively identify and solve challenging problems;
* Technical leadership, ability to manage a project end-to-end;
* Other key attributes: results-driven, and commitment to quality.

What You'll Get:

* Learning new technology and best practices both on front-end and back-end.
* The unique opportunity to join one of the hottest digital health startups to watch in 2021.
* Growth into leadership roles as you continue to grow within the team.
* Top-tier mentorship from experienced CTO and tech leaders.
* Remote working possible with flexible working hours.

What We'd love

Experience working in a dynamic startup environment;

Occasionally, you end the day with more lines of code removed than added; and that feels great.

This full-time position is Remote.

If you think you’re a great fit for this role on our team, please reach out and tell us why.

We look forward to hearing from you soon!

Skills

React.js, Redux, Next.js, JavaScript, HTML5 & CSS3, Node.js

# About me

Name: Alexis Colin

Hong Kong Name: Zhong Ding

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

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# Interview Direction

I know it’s the weekend now there.

Actually, I was so busy this week. I tried to schedule our meeting next week.

But I have scheduled our interview this weekend because I wanted to meet you as soon as possible.

I would like you to understand this.

## 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 Japan.

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.

## Why is my French not good?

I moved to many countries to work after moving to France.

So my French is not good.

## 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

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 engineer who has 10+ years experience of web development and 6+ years of react development and 4+ years of react native development.

I love React because of its extra simplicity and flexibility.

Until now, I have developed with most of the React and React Native frameworks.

* React.js

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

As a static-site generation framework, Next.js and Gatsby.js.

As a 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.

* React Native

React Native lets you create truly native apps.

I love NativeBase, Lottie-Web and Ignite Cli from among React Native frameworks and tools.

So far, I have developed many React Native applications using them.

So as a senior React engineer, I have my own goal in React development.

It is focusing on developing hybrid, pixel-perfect and responsive applications.

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 $130,000 ~ $150,000 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.

## How many years have you been using React?

I have 6+ years experience of React development.

## How many production level React based web dashboards (not single page) have you built so far? By production level, we mean the products are live on the commercial markets with real users using them.

So far, I have built 9+ React web application products.

Followings are the typical urls.

fortnitemaster.com

carlinwright.com (e-commerce)

boonsupply.com (e-commerce)

## How many years have you been using React Native?

I have 4+ years experience of React Native development.

## How many React Native mobile applications have you built so far, if any?

I have built 14+ React Native mobile applications so far.

itunes.apple.com/us/app/hacker-news-reader-react-native/id1067161633?mt=8

## Have you worked with any US start-ups? If yes, how long was your engagement?

As you can see from my resume, I haven't ever worked for any US start-ups. But I have work experience in startup company. Work experience in CO2TKN Pte Ltd and HUEX STUDIO is a typical example.

As I told you, I love hard work for the great success of startup companies.

## 21. We work in PST US time zone. How many hours of working can you overlap with PST time on a daily basis? How long have you been able to do that so far?

So far, I have adjusted my working hours to clients' time zones.

I am ready to start work more than 8 hours in your timezone.

# My Questions

1. How many employees are in your company?
2. What version control systems do team members use? Git or jira or any other version control system?
3. What communication tool do team members use? Slack or discord or any other?
4. If you have your own roadmap for your company, please tell me.
5. I like your company name. Kangaroo Health.

I like kangaroos because of their faster speed.

I believe your company will advance at a faster speed like kangaroo.

I think you named your company.

So if you are ok, could you tell me how you named kangaroo health?

1. You know my dream job is to be a CTO or CEO of a large company, not a CTO or CEO of Kangaroo Health.

So as you are CEO of kangaroo health, can you tell me your experience?