# About our interview

Meeting time: 03.04 18:00 ~ 18:30

Interviewer: **Alice**

# About Company

Citizen Lab

CitizenLab is a community engagement platform used by local governments and organizations to facilitates communication and co-creation with community members. 300+ cities around the world use CitizenLab to engage, consult, and deliberate with their residents and to manage their input - both asynchronously and live through our one-of-a-kind workshops feature that brings the sense of community to the digital era.

We care about the success of your community engagement efforts as much as you do. When you choose to work with us, we’ll be active partners and provide personal onboarding, dedicated support throughout your engagement initiatives, and peer learning from a growing network of governments and organizations running similar platforms around the world.

We’re on a mission to make democracy more inclusive, participatory, and responsive - and we know that mission begins with us. We are fully committed to being a workplace that values diverse backgrounds and perspectives, provides equitable opportunities, and builds an inclusive culture of belonging.

# About Job

Role: **Full-Stack Engineer (React / Rails) at** [**CitizenLab**](https://cord.co/candidate/messages/14213/13255/u/13255-citizenlab)

Do you want to join us on our mission to shape democracies for the digital age? Are you looking for an international and fast-paced, yet collaborative and inclusive environment to thrive in? You have come to the right place.

CitizenLab, a global social impact scale-up with its HQ in Brussels, and presence in New York, works to make public decision-making more participatory, inclusive, and responsive. The open-source SaaS platform is already being used by 300+ local governments and organizations in over 18 countries, facilitating two-way communication between governments and their residents. Since it was founded in 2015, CitizenLab has given 750,000+ community members a direct voice in local politics, has earned recognition as the 'Best Social Impact Startup in Europe', and was featured in outlets such as The New York Times and Forbes.

* CitizenLab is looking for purpose-driven talent to join us on our mission to enable millions of people in cities across the globe to shape the future of their communities.

**About the role:**

As a Full-Stack Engineer you contribute to our core product, which allows local governments to engage their citizens through a wide range of digital participation methods. You’re part of a small cross-functional squad. While contributing to both our Ruby back-end and our React front-end, you help your colleagues bridge knowledge gaps.

* At CitizenLab, we work in small teams where members collectively take ownership of the outcome of the features they build. We work in short iterations, test rigorously and release continuously. We’re strong believers in user testing and understanding live product usage.

**Your responsibilities:**

* You **actively contribute** to the specifications and designs to deliver on your squad’s objectives, uncovering technical constraints and breaking down the work in iterations and tasks
* You **take ownership** over your **tasks** and implement them in close contact with your colleagues
* You take into account all aspects, from data models, to testing, to performance, **delivering well-engineered scalable solutions**
* You bridge the back-end/front-end knowledge gaps for your colleagues, seeing the **full picture**
* You deliver your work in small iterations, often soliciting **feedback** from colleagues, spontaneously and through code reviews

**Requirements**

As our Full-Stack Engineer you can demonstrate:

* You have multiple years of experience developing web applications with **Ruby on Rails** or similar
* You have multiple year of experience developing modern UI in **React** or similar
* You know how to implement a **modern user interface**
* You know how to implement a sound **API**
* You’re a firm believer in well **tested** and **peer-reviewed** code
* You have a **bias for action** and love writing code
* You love to think about the product you’re building, **transcending the code**
* You’re located in a timezone within **UTC-05 and UTC+03**

Eagerness to learn, talent, and enthusiasm are more important than ticking the boxes. Even if not all desired requirements are met, but you're very excited about the role, we want to hear from you.

# 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

## About me

First of all, thank you for giving me this opportunity to introduce myself.

My name is Alexis Colin. I was born on September 7 th 1991 in HongKong.

When I was 9 years old, I moved to France with my family.

As far as my education qualification is concerned, I have done Bachelor of computer science with computer science from Business and Development School 3A in France, in the year of 2011.

As far as concerned my family, I belong to a middle-class family. My father is a Businessman, and my Mother is a homemaker. My brother is preparing for civil services.

I am good at programming languages C, C++, and Javascript and especially very much interested in React and blockchain technology.

My strength is self-confidence, positive attitude, hard work.

My hobbies are: Watching news channels, Playing volleyball, Listening to music.

## Why are you applying for this job? (or)

It's a great privilege to work in a reputed company like yours. When I read about your requirements, I found that my skills are matching with them. Through this role, I can show my technical skills to contribute to the company's growth.

## What are your salary expectations?

I am more interested in the role than the pay, and I expect to be paid appropriate money for this role based on my experience.

## 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!

## 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.

## What are the 5 stages in developing a program?

At the most basic level, we employ five stages during the software design process: **research, ideation, design, development and iteration**. These five elements parallel the most basic questions of “who, what, when, where and how” that are needed to fully answer any set of questions.

# My Questions

## Do you have any questions for me?

First of all thank you very much, for being so much polite & friendly to me throughout the session, that I can express myself so easily. Can you please tell me that what are the qualities you are expecting from candidates like me & I want to know, if am selected, then what should I improve before I join your company, even if I am not selected, your opinion will help me to the upcoming interview.

1. I would like to know how many members are in your team and each roles of them.
2. What communication tools do they use?
3. Which time zone are they working in?