# About our interview

Meeting time: 03.17 03:30 ~ 04:00

Interviewer: **Farron**

# About Company

True Impact ([www.trueimpact.com](http://www.trueimpact.com/)) is an innovative new social impact measurement and reporting platform for charitable investments. Fortune 500 companies like Apple, eBay, PepsiCo, and UPS and their nonprofit partners use True Impact to quantify the social impact of their grants, volunteerism, and other philanthropic giving to demonstrate success and identify opportunities for improvement.

We're seeking an experienced front end engineer to help us scale.

This is an ideal opportunity to be part of a tight-knit software team at an early stage, with the chance to make your mark on the leading impact-measurement application in the industry -- and on the entire charitable sector!

About True Impact

Every year companies invest millions of dollars in cash, volunteerism, and in-kind donations to help support philanthropic causes they truly care about. The problem is, charities lack standardized outcome metrics, making it impossible to determine which initiatives have the greatest impact.

True Impact is an impact measurement and reporting platform that guides nonprofits to quantify their impact (like TurboTax for social impact reporting) and companies to analyze the results (via layperson-friendly dashboards and analytics). The results enable both donors and charities to prove the value of their philanthropic activities, identify opportunities for improvement, and direct future investment decisions to maximize social impact.

True Impact is based in Boston, MA, but is a 100% remote company, with team members around the world. Everyone at True Impact is committed to improving the world through software, and we are looking for team members who share our passion for this vision. Is that you? We’d love to hear from you!

True Impact is an Equal Opportunity employer. Diverse candidates are encouraged to apply.

# About Job

Role: **Sr. Frontend Engineer // B2B Philanthropy Analytics SaaS - Boston (Remote)**

*Qualifications*

* 5+ years of React development expertise and integrating with RESTful APIs
* Experience with GraphQL, AWS, and Python a plus
* Architecting and development skills to support performance, maintainability and testing
* Desire to take a leadership role in technical decision-making
* Proficiency with Jira and Github, or equivalents
* Excellent verbal and written communications
* Strong documentation and code commenting skills
* Experience with Scrum methodology
* Proven success in 100% remote team environment, self-starting, highly self-managing; startup experience a plus

*Your Role on the Team*

Having established product-market fit, we’re now excited to grow and innovate. This is where you come in! Here are some of the folks you’ll be working closely with as we work to transform how hundreds of millions of dollars of corporate contributions are directed to address the world’s most pressing problems.

Farron, our founder and CEO, and Eric, our solution architect, have over 25 years of experience in the industry between them and oversee the strategy and vision of our products. They work daily with the team in Zoom stand-ups and Slack, and collaborate with the Customer Success and Sales teams, to make sure what we are building serves the needs of our donor and non-profit partners, and they keep us moving in the right direction. Farron and Eric are based in the Boston, MA, area, so we assume they must really enjoy cold winters.

Kevin and Yuvi are our UX/UI Developers. They recently joined True Impact as hybrid designer/developers who design our products from their initial concept using wireframes, Figma prototypes, and, ultimately, front-end code components — and everything in between. Kevin and Yuvi both have a good bit of experience writing HTML, CSS/Sass and Javascript (including React), and are looking forward to partnering with YOU to build even better products together. Kevin is based in Dallas, TX, where spends much of his time outside on patios eating too much barbecue and woodworking in his spare time. Yuvi is based in Berlin, which serves as homebase for her travels throughout Europe.

Charlie is our full-stack engineer -- with a back-end focus -- who has been integral in building out the next generation of our platform as we move to React and GraphQL. Charlie is based in Argentina and is fond of Zooming into standups from warmer and more beautiful places than where you are located. (He's super eager for you to join him as a development partner, to brainstorm ideas and share code reviews with.) Last, but not at all least, Dipali is our product owner/scrum master (she keeps the trains running on time), and Shubham is our QA lead (he keeps the trains on the tracks). Both are based in India, where apparently everything pales in importance compared to Shubham's weekend cricket games.

*Your First Few Months*

You’ll work closely with everyone at the company (small but mighty!) to get familiar with what we do at True Impact — and trust us you’ll want to learn from them, because they are incredible at what they do (just ask our clients - sorry, pride wins over humility on this one).

Meanwhile, you’ll be able to jump into the codebase and hit the ground running on the next generation of our software, which is already in flight. You’ll help us iron out our design-to-development process and offer your thoughts and opinions on how we can improve. We’ll try some things. Some things will work great. Some things won’t work. And that’s totally fine. We know building great products takes time and thoughtful process.

You’ll collaborate with Kevin and Yuvi as they build out front-end components — right now they are working on our new Report Builder and next-generation Donor Dashboard. You’ll bring those components to life as you and Charlie figure out the best ways to solve our unique problems with code. Then we’ll look back as a team each sprint, see what we did right, what we can improve upon, and we’ll do it all over again, better this time than the last.

We truly value each unique perspective everyone brings to the table at True Impact. If there is something you want to do or think we can do better, bring it up and we’ll do it together.

# 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.

I think my appropriate role for this job is Senior React Developer in HUEX STUDIO in Sri Lanka.

| Discovered in upwork.com by HUEX STUDIO and joined team of that company as a real member. Here 15 people were working in this team. Our team mainly focused to develop and maintain many React/React Native software products while working more than 50hrs/week. Before leaving the company, assigned front-end of many blockchain web project i.e. NFT Marketplace, Dex/DeFi, DAO and connected that to smart contracts using web3.js  http://huex.io (Tools used: React.js, React Native, Native Base, Redux, Router,  CSS/LESS/SCSS/TailwndCSS, ES6~9, Gatsby.js, Next.js, Typescript, RESTful API, GraphQL/Hasura, Socket.io, Web3.js) |
| --- |

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?