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# Highlights

* [02:15](#gjdgxs) (Maria Novikova) And this is the main important
* [04:00](#30j0zll) (Maria Novikova) And not maybe so since then you have a Github count.
* [04:18](#1fob9te) (Angel) github.com/CutupAngel
* [07:26](#3znysh7) (Angel) I have several questions in market in my side, by the way, I'm already trying to a website link or different spending and not, I'm not just a little lolly issue available,
* [14:20](#2et92p0) (Angel) Yeah, yeah, okay, so a little mean, as I said before, the main reason the Reticulous company is I moved to my location. So the salary is not important.
* [14:31](#tyjcwt) (Angel) In my case, the mercy, but entirety
* [16:29](#3dy6vkm) (Angel) As you can see from my father trust is both important price between us.
* [18:53](#1t3h5sf) (Maria Novikova) Good. Thank you so much for time, intention. No worries about about your rate. It's totally okay for me because now is the Christmas holidays and I think it will be like Like and most important reason to

# Transcript

*00:00 Speaker:* Answer.

*00:01 Maria Novikova:* Hello. You hear me?

*00:06 Angel:* Yeah.

*00:07 Maria Novikova:* Yeah. Do you sorry? I'm entering you here.

*00:15 Angel:* Yeah, and I'm here, I can hear make sense as media.

*00:22 Maria Novikova:* Today we will go without the video because I am in our country. So it's really a little bit impossible for me. So our first of all, hi, nice to me.

*00:35 Maria Novikova:* Nice to meet you today. Yeah, and also want to really have like a 20 minutes for our short screen.

*00:36 Maria Novikova:* I want to talk to talk with you about

*00:44 Maria Novikova:* your previous experience, about our company and possibility of collaboration. So you What discuss your previous experience, can you tell me? Ballpark description about or did you do before? And maybe you can tell me.

*01:03 Maria Novikova:* Also, what is my your main goals as for now and for doing for

*01:10 Angel:* Yeah, of course.

*01:17 Maria Novikova:* Am I clear?

*01:17 Angel:* Okay.

*01:17 Maria Novikova:* Yeah.

*01:17 Angel:* I'm so, First of all, thanks for your team, your chance to introduce myself. So agenda, I'm enjoy Michael and boost approaching engineer have a six years experience.

*01:31 Angel:* And proper knowledge of Blockchain engineer. And first step developer and aint, Liberace my skills to successfully felt Production, engineer role at their company, and scaled in developing, flowcharts responsibly out smart contract with optimized code for lowercase fee and identified, the climate solutions.

*01:52 Angel:* As you know. So my original, I am I have our powerful experience with the blockchain aspect. so at first time, I was booked as a smart contract developer at the casual game company and the next

*02:06 Maria Novikova:* And also have a wrong question here because SEC id. I didn't see your any descriptions about your solidity developers solidity experience.

*02:15 Maria Novikova:* And this is the main important

*02:18 Maria Novikova:* experience for our company. Could you tell me more details about? What would you do behind the smart contracts or something like that? Okay,

*02:27 Angel:* Yeah, I brought a simple smart contract using this train on train, transactions and obvious transactions exactly using the Chain Link Blockchain Oracle.

*02:38 Angel:* I mean,

*02:41 Maria Novikova:* Mm-hmm.

*02:42 Angel:* And our operator several smart contract, but Npgs, based in, ER standing error, same around and errors travel around Level 5 for interfaces.

*02:52 Angel:* I'm also I worked with either a network comparison and solar networks and so since now I brought in several

*03:02 Angel:* countries deployed very success rate and real network is at the main network and are the test network.

*03:09 Angel:* So, if you want to work with my country code, I resent the link of the contract. So discharge

*03:22 Maria Novikova:* Yeah. I secret. It's a very interesting for for me and also, it's understand you you have a lot of experience with open source code.

*03:31 Maria Novikova:* Yes, am I right?

*03:34 Angel:* I'm okay. Okay.

*03:35 Maria Novikova:* Could it yes or not?

*03:39 Angel:* Okay yes, of course. So I understand my Iverson.

*03:42 Maria Novikova:* Okay.

*03:43 Angel:* My source code from this. From this church. I reset about one of these.

*03:50 Angel (chat):* https://rinkeby.etherscan.io/address/0xb4fdf07b9b0213556fb06f72c8e945dceb0ecc2e

*03:52 Maria Novikova:* Okay.

*03:52 Angel:* About this month contract by the last month. So you treat our last year last month? December 231.

*04:00 Maria Novikova:* And not maybe so since then you have a Github count.

*04:07 Maria Novikova:* It will be so interesting for our development team. Could you share it with me?

*04:12 Angel:* Yeah, yeah. Okay.

*04:15 Maria Novikova:* Okay, awesome. So and what you're looking for now what is the main reason to leave your

*04:18 Angel:* github.com/CutupAngel

*04:20 Maria Novikova:* current project and also what really what they're looking for? I mean about the company team or maybe some organization moments or something like that. It will be so informative for me.

*04:31 Angel:* Okay, the reason the rich tell on my

*04:33 Maria Novikova:* Yeah.

*04:36 Angel:* last company, that the better get less salary is a very low than my expected salary. So I left this company.

*04:46 Angel:* now, I'm looking for

*04:46 Maria Novikova:* Mm-hmm. This rain, this is a main reason and it's only one reason, maybe something some something else.

*04:52 Maria Novikova:* Because it's understand when you have a low salary, this is really a big

*05:00 Maria Novikova:* disturbance here and and you have a lot of worries all the time but maybe also something having with your team with your current project or management type or I don't know.

*05:09 Maria Novikova:* Or

*05:14 Angel:* Of course, this is one reason that I left the discomfort, the last company and the main reason is that I moved my location to the Belgium.

*05:22 Angel:* So I the main

*05:27 Maria Novikova:* And originally from Belgium or not.

*05:32 Angel:* All right, I'm not originally, I'm

*05:38 Angel:* Exactly, I'm from Singapore. I'm from

*05:41 Maria Novikova:* Mm-hmm.

*05:42 Angel:* And so I moved to Belgium, so the reason is left there last company.

*05:49 Maria Novikova:* Okay. And what about your work permit in Belgium? Because we can provide to, you only permit work permit for the France, Ukraine and challenge, even if it's still interesting for you because you don't have any kind of office or I don't know something like that in Belgium.

*06:08 Maria Novikova:* Is it okay for you?

*06:10 Angel:* Yeah. Yeah.

*06:13 Maria Novikova:* Okay.

*06:13 Angel:* I don't need sportswear. I'm authorized to work and Belgium and friends and Ukraine. No problem with this.

*06:23 Maria Novikova:* Okay, okay, sounds good to me. And also, what are you looking for? If you will talk about your future company. Yeah, about your dream job. Okay. It was a joke.

*06:32 Maria Novikova:* If I will talk about your future company, could you tell me some essential or main points for you, which will help you to make a decision to join some company?

*06:45 Maria Novikova:* Clear?

*06:47 Angel:* Now. Yeah, so as you can guess from arism, I have a strong spirit with broken

*06:48 Maria Novikova:* Awesome.

*06:52 Angel:* aspect. So I wanted to work with the Blockchain developer pro and that your future as your camping team member.

*06:59 Angel:* It's a easier to respond contract and that's the address and it are in underarmedic, it is really good bit for me.

*07:06 Angel:* So now I'm actually looking for production belpro right now.

*07:14 Maria Novikova:* Okay, so and maybe you have any, do you know any anything about our

*07:19 Maria Novikova:* company? Or this yellow or what is open?

*07:22 Angel:* um,

*07:24 Maria Novikova:* Where maybe you have any questions here?

*07:26 Angel:* I have several questions in market in my side, by the way, I'm already trying to a website link or different spending and not, I'm not just a little lolly issue available,

*07:39 Angel:* company, by the way, I'd like now about your father about your campaign, so I didn't regret for the Arabic red for if you explained about

*07:44 Maria Novikova:* Okay. And

*07:47 Angel:* your company charts,

*07:50 Maria Novikova:* yeah, sure as well. We have three offices in around the world. First of all, this is a in Thailand Shanghai. It's the second one.

*08:01 Maria Novikova:* This is Parish are in France and also we have an I want working here want to work in and one academy aim Keith and keep.

*08:08 Maria Novikova:* We all have some, something like a grocery store, junior developers here. I mean like a journey. We are challenging this guys to do another position like and As for an example, we have a lot of guys in our company from this course.

*08:26 Maria Novikova:* as for now we have we have had an urge with Yellow Company. Maybe, you know, something about this This is a one of the biggest cryptic guys.

*08:39 Maria Novikova:* change foundry that form from United States and it's for now we have like a 100 plus employees, you know, company and three different locations.

*08:49 Maria Novikova:* Also, we are looking for a lot of guys around the world because we are worth like a company.

*08:58 Maria Novikova:* And we have a really big boost because like an X2 from this here.

*09:07 Maria Novikova:* And also we're looking for a different now. We build a lot of different departments and we are looking for solidity developer, do create something like a smart contracts. Understand.

*09:18 Maria Novikova:* This is really a good feed and good march for your previous responsibilities and requirements and also, And they're looking.

*09:26 Maria Novikova:* So for someone who will lead and drive as well as this department, Oh, you is it clear? Maybe have any questions here?

*09:36 Angel:* Okay. Okay. The next question is that I'd like to know about your recruit process and your company. This is very serious problem.

*09:45 Angel:* In my case

*09:47 Maria Novikova:* Would you mean maybe you can defrost your questions? Because say really it's a really clear for me.

*09:56 Angel:* But that means that I would like to know about your recruitment process.

*09:59 Maria Novikova:* Okay. Okay, sure about harm process. Now, we have as three stages here.

*10:05 Maria Novikova:* The first one, this is a short call with me. I'm a recruitment lead at Openware and Yellow Group at all.

*10:12 Maria Novikova:* And also, the second one will be HR call. And the next one will be like a call with the CTO and visit.

*10:19 Maria Novikova:* Someone guy from solidity, our current civility team, but this is not just a solidity. Developer course, we don't have any reserve with the one direction in our company.

*10:30 Maria Novikova:* I'm in developers here as for now we have a full stack guys who also included to those responsibilities soluted development part. And this is the last one stage.

*10:44 Maria Novikova:* So we have a three stages here and after this, so just after third stage, if all is okay for you and for us, because we're looking for a perfect match with all candidates, you know, give you an offer.

*10:56 Maria Novikova:* So, this is all about our hiring stages. I think it's looking so clear. And also, it's not so long and yeah.

*11:06 Angel:* Yeah. Okay, clear. So I'd like to know about your ability to receive your next message for the next interviewer, but the children might regret process.

*11:19 Maria Novikova:* Okay, so here I need a three minimum three, business days to provide my

*11:26 Maria Novikova:* feedback to our heart Avengers. Because as you understand now, is Christmas and New Year's holidays. Yeah. And this is so busy part. So busy time and to bonus.

*11:37 Maria Novikova:* This is Unresponsible time for managers. And to be honest, I can provide to our feedback from I think from the next Monday till next.

*11:50 Maria Novikova:* When Wednesday is it okay for you? Because now I need to resend to send my feedback to our hiring managers.

*11:57 Maria Novikova:* And after this, I need to get back to you with our feedback.

*12:02 Angel:* Yeah, yeah, so so I used to on the Christmas holidays. holidays. Are you understood Christmas holidays?

*12:13 Maria Novikova:* And I was our Christmas holidays in the day to it's until I think.

*12:19 Angel:* Oh yeah.

*12:20 Maria Novikova:* And until the smallest because in Ukraine, we have now we are in Ukraine. Yeah, a lot of our management in Ukraine now, but they're from, originally, they're from Friends.

*12:34 Maria Novikova:* And here we have a lot of holidays. So it will be like a minimum one or

*12:41 Maria Novikova:* two weeks.

*12:45 Angel:* Oh yeah, yeah.

*12:45 Maria Novikova:* I mean holidays, not feedback feedback will be until maximum until one week. I mean we I mean Business Week. Yeah.

*12:54 Angel:* Okay. Relax and holidays are only for riches. It is just joking.

*12:59 Maria Novikova:* Yeah, I understood.

*13:01 Angel:* Yeah, okay. So

*13:03 Maria Novikova:* And this is no worries. Okay, so do you have any anything

*13:06 Angel:* yeah, please.

*13:08 Maria Novikova:* else to ask me?

*13:10 Angel:* Okay, no, no kitchen is right now. Very clear. Everything is clear.

*13:16 Maria Novikova:* It sounds awesome and but they have some questions to you are. As you know, I want to understand what is the comfortable salary for you, As, for now.

*13:25 Maria Novikova:* I mean, we have a planet race till one year, but I want to understand what? Not not minimal soon for you.

*13:34 Maria Novikova:* What is it comfortable salary for you for the next one year? Sometimes we have a non-planet rises in and salary, reviews in our company, like two months ago, it was initiated by our CO, but this is not a usual case.

*13:53 Maria Novikova:* Yeah, I think you understand it because now we have a lot of a lot of forum. We make a lot of reports goes where we create a new MVP and this is the main reason why I have solarizes.

*14:07 Maria Novikova:* Yeah. But as usual you may make it like

*14:16 Maria Novikova:* once per year. And so here, I need to understand your comfortable zone for the next one year.

*14:20 Angel:* Yeah, yeah, okay, so a little mean, as I said before, the main reason the Reticulous company is I moved to my location. So the salary is not important.

*14:31 Angel:* In my case, the mercy, but entirety

*14:32 Angel:* is working with the comfortable, you get really working together, I think so. Um, As it's really a question is my comfortable, salary is 8,000 per month by the way.

*14:49 Angel:* My minimum salary is $500 premise.

*14:53 Maria Novikova:* I proposed to I propose, you never told to recruiters, I have a minimal salary, tell about your comfortable soon because It's it's really not a cave and you're working with your minimum, you have a lot of worries and just and disturbance about this point, in this case, I think, you know what I mean.

*15:13 Maria Novikova:* And so I think we will talk about your comfortable swimming about 8,000 per month. Okay.

*15:19 Angel:* Yeah. Okay.

*15:20 Maria Novikova:* So And also, I want to understand what about the, your notice spirit in your current company and about joining per

*15:31 Maria Novikova:* joining date, or when you're ready to start with us, in the success case.

*15:36 Angel:* As you can guess. Now, I play So if I hired, I guess that immediately right now, I'm ready.

*15:42 Maria Novikova:* Okay. Okay. And what about do you have any another projects because we in our company, you can, you cannot have any another projects behind our collaboration.

*15:53 Maria Novikova:* We have a really good feeling for this case and I want to notify notify you about it right now.

*16:03 Maria Novikova:* So if we will, if you incorporate you can you can work only with us. only with us. For the next.

*16:11 Maria Novikova:* I don't know until our contract, is it okay for you? Because blockchain, this is this is

*16:15 Angel:* Yeah.

*16:18 Maria Novikova:* really invoking. This is really usual case. And then some guys working with the different companies at the same time about unfortunately this is not good for us.

*16:29 Angel:* As you can see from my father trust is both important price between us.

*16:34 Angel:* So I, as I said, Strong as Robin, I always trust you and can you trust me? If you trust me. I have no job right now.

*16:44 Angel:* So if I hired, I very much all my so don't worry about your project in my case,

*16:50 Maria Novikova:* Okay. Okay, so I will not sit like joining date. You can join us as soon as possible and your server expectation is nine. Oh sorry, nine not bad. Yeah it doesn't.

*17:04 Angel:* Nine is also good for me.

*17:06 Maria Novikova:* Yeah, good feel good. Okay. So okay. You have a nice sense of humor. This is really good news for me as directed, Okay? So here Michelle, if you, if you don't have any questions for me, I don't have any questions for you or Yes, right now.

*17:25 Maria Novikova:* But we are all human. Yeah, humans. And if you forgot something you can, ask me via, what's up? I will be more operative, viewers up. I want to notify.

*17:35 Maria Novikova:* You see from the next month from next Monday. I will be in the maternity and the maternity leave.

*17:41 Maria Novikova:* So we have a really strong chance

*17:47 Maria Novikova:* about your communication. We'll continue another HR manager from our company. It will be maybe Once from my colleague, is it okay for you? Sorry, it's really, I can I kinda rate to this point? And I'm not flexible in this situation.

*18:05 Maria Novikova:* So, in the, In any case we will get

*18:10 Maria Novikova:* back to you with our feedback, it will be me or something someone from my colleagues. Okay.

*18:17 Angel:* Okay. Great. Sounds great. Interesting courage. Okay.

*18:21 Maria Novikova:* Okay sure. Sounds good. I wish you know and today we have an Orthodox Christmas. Now our in our country, I don't know. You have the same or not. This understand.

*18:34 Maria Novikova:* The Belgium, is this Catholic Catholic country. So I think, no. But I wish a cool holiday and we can.

*18:40 Angel:* Okay.

*18:41 Maria Novikova:* Yeah. And also if you have any questions, you can think maybe I was up and please type me.

*18:46 Maria Novikova:* Any message in the boss up for the more quick conversation, okay?

*18:50 Angel:* Okay, good. Good.

*18:53 Maria Novikova:* Good. Thank you so much for time, intention. No worries about about your rate. It's totally okay for me because now is the Christmas holidays and I think it will be like Like and most important reason to

*19:10 Maria Novikova:* wait. So nice to me. Nice to meet you. Thank you for your time. Thank you for for attention to our company view. I highly appreciated and see. I hope to see you soon.

*19:22 Maria Novikova:* Okay.

*19:23 Angel:* Okay, thank you. I'm really excited to talk to talk video about traditional, but to destroy and I have a good news from your side as a password, and I'm really pleased to talk video.

*19:35 Angel:* Okay? Thank you. Thanks for trying.

*19:35 Maria Novikova:* Yeah sure, thank you. Bye.

*19:37 Angel:* Yeah. Have a good holiday.

*19:39 Maria Novikova:* YouTube,