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# Highlights

* [04:55](#gjdgxs) (Savinkin Jin) I'm just interested in your goal. Actually, I worked in two companies.
* [06:18](#30j0zll) (Savinkin Jin) So my goal is not just to become
* [06:21](#1fob9te) (Savinkin Jin) some, not just to take some position, but to become a member of your team and make contribution and grow with the company, that's my true goal.
* [15:48](#3znysh7) (Luke Barwikowski) That's really important to me going
* [16:37](#2et92p0) (Luke Barwikowski) trying to wrap this up Within the next week.
* [17:29](#tyjcwt) (Luke Barwikowski) We want people to feel like invested in like they own a portion of this product, that's really important to

# Transcript

*00:00 Savinkin Jin:* Hello.

*00:01 Luke Barwikowski:* Hey, how's it going?

*00:03 Savinkin Jin:* Yeah, hello. So I'm sorry I just thought I think there was kind of misunderstanding I just thought that you change it to schedule and didn't prefer for this actually.

*00:14 Luke Barwikowski:* Oh, no worries.

*00:14 Savinkin Jin:* So since like, yeah, I just saw the

*00:17 Luke Barwikowski:* Yeah. So The email yet.

*00:19 Savinkin Jin:* Okay.

*00:20 Luke Barwikowski:* No worries, no worries. Um yeah. So I just want to do like a quick phone screen there just to get like a feel of who you are.

*00:28 Luke Barwikowski:* Like this interview process will probably be like a couple rounds. I just want to get like a feel for like but about like what you're interested in like what you like about pixels.

*00:39 Luke Barwikowski:* Like Go over your experience a bit. If you like decide to move on we'll do like a bit of a technical interview and like a bit of like a cultural interview as well too.

*00:44 Luke Barwikowski:* So expect like like a two to three round process. Nothing too intense. I prefer doing more like code walkthroughs. And like, things like that.

*00:56 Luke Barwikowski:* So if you have like any source code that you can share with me or something like that or just like explain to me technical problems, like that kind of be the technical interview that we do.

*01:05 Luke Barwikowski:* Rather than like leap code problems or things like that. But yeah. So again I just I guess I'll give you like a high level overview of what we're doing really quickly like communicate that to you and then just ask you a few questions about that.

*01:17 Luke Barwikowski:* Sounds good.

*01:19 Savinkin Jin:* Okay.

*01:20 Luke Barwikowski:* So yeah, I think you've seen pixels a bit right? Yes, so we're building a pixels. It's gonna be a play there in game.

*01:29 Luke Barwikowski:* What we've been calling it and what we've been on like pitching to investors is that we're building like the next generation of play to earn action. Infinity is leader in the play.

*01:37 Luke Barwikowski:* They're in space. It sounds like you're pretty familiar with them are the same.

*01:40 Savinkin Jin:* He?

*01:40 Luke Barwikowski:* So if you work the engine, it's an awesome game. They're leading the space, and they've really proved in this market.

*01:46 Luke Barwikowski:* But there's still like a lot of things that we think that they do wrong or on that like have a lot of room for improvement.

*01:53 Luke Barwikowski:* For example, things like the high costs of actually playing the game things like actual gameplay. Yeah and just accessibility in general.

*02:04 Luke Barwikowski:* So what we're trying to do is we're trying to build a game that like the focus is actually on gameplay and then blockchain backing is the second focus so we think the best.

*02:12 Luke Barwikowski:* Yeah we think the best like the long term route to like actual growth and sustainability over like the next 10

*02:19 Savinkin Jin:* I said,

*02:19 Luke Barwikowski:* years is to build a game that people actually enjoy playing focusing.

*02:23 Savinkin Jin:* Mmm.

*02:23 Luke Barwikowski:* Really hard on a game mechanics and making like, interesting hooks into the game and then blockchain backing it afterwards.

*02:30 Luke Barwikowski:* So the Next Like, Year Roadmap will basically be developing out game features for this game. Getting a lot of user feedback, focusing on key metrics, like, daily, active, users, and building this before we actually blockchain back again mechanics.

*02:43 Luke Barwikowski:* Then once we feel like we have a grip around everything, which will hopefully be around like, April to May maybe even as late as June, that's when we release a token and that's when we start like blockchain backing, all the mechanics.

*02:56 Luke Barwikowski:* So we built out and we're sure that people actually like to play for the gameplay rather than for the earned aspect.

*03:03 Savinkin Jin:* I say.

*03:03 Luke Barwikowski:* So, Yeah, high level. That's what we're up to a lot of exciting news. I'm happening on our end, we just received two million dollars in funding.

*03:13 Luke Barwikowski:* And then mocha brands is leading the round. If you know, Anna Mocha, they are the People behind blocked are Sandbox, Rev racing and basically, like most play the earned games, they're basically the best and best food that

*03:26 Savinkin Jin:* He?

*03:26 Luke Barwikowski:* we could have got in the space. It's super exciting. We've had other people, join the round, two like Patrick Lee, the CEO of Robin, Robin Tomatoes, Kevin Goon the CEO of Crunchyroll, the CEO of Fitbit like a lot of like pretty high profile investors to join the Surround.

*03:41 Luke Barwikowski:* There's like a lot of like, a lot of hype around it and then obviously we're dropping around at sea pretty soon too.

*03:47 Luke Barwikowski:* So a lot of exciting things we're growing and like we need engineering help ASAP. We're looking to fill two different roles in the engineering side.

*03:55 Luke Barwikowski:* Right now, we need a game developer when we need either, like a founding engineer or a VP of engineering.

*04:03 Luke Barwikowski:* given your experience without seeing you might be a good fit for like I think you applied for the founding engineer role, right? Yeah, perfect.

*04:14 Savinkin Jin:* so, yeah, so just let me introduce myself so actually So I developed games for the last two years.

*04:24 Savinkin Jin:* Actually, I used to develop casino games including slot games and poker games. So actually I was just thinking about applying as a Game developer, but actually just becoming the master.

*04:40 Savinkin Jin:* I mean, becoming the reader is everyone's dream. So I just decided to apply as a funding engineer.

*04:46 Savinkin Jin:* But it depends on If you think that I'm not, I'm not suitable, then it's okay. I just want to work as a normal team member, It doesn't matter.

*04:55 Savinkin Jin:* I'm just interested in your goal. Actually, I worked in two companies.

*04:58 Savinkin Jin:* You see the first one was AP games

*05:04 Savinkin Jin:* that site was Fortnight.com. And It was really exciting. It was actually kind of advertising game side so I was really amazed by the gamers world and then I accidentally ran into engine which is a you know any market which is building entity ecosystem around gamers So actually I thought that having some kind of relation with them gamers.

*05:31 Savinkin Jin:* And then after leaving engine I decided to develop games actually I had some insight about an empty market and then At, I just started developed games.

*05:43 Savinkin Jin:* So I thought that I, I just wanted to find a way to combine this experience into one place, and then I saw your job posting. So I was really interested.

*05:55 Savinkin Jin:* I was really, I really wanted to apply for a company because it was, it was a good chance to combine all the experiences again until so far.

*06:06 Savinkin Jin:* And just put them in one place. So, I just wanted to become a team member, not just a little, just the game developer, but to become a true member of your team.

*06:18 Savinkin Jin:* So my goal is not just to become

*06:19 Luke Barwikowski:* Yeah.

*06:21 Savinkin Jin:* some, not just to take some position, but to become a member of your team and make contribution and grow with the company, that's my true goal.

*06:30 Savinkin Jin:* That's

*06:32 Luke Barwikowski:* Okay, that's awesome. Yeah, that's really exciting. So I'll say like the experience that you have could not have set you up better for like company like this. Yeah, engine and fortnite.

*06:42 Luke Barwikowski:* That's like super exciting. Like, I'm curious about what your experience on engine was like. What were you mostly doing with

*06:48 Savinkin Jin:* The.

*06:50 Luke Barwikowski:* engine?

*06:52 Savinkin Jin:* Mmm, I think you might have seen my resume so I was responsible for engine X development and aptio development. So it's like webcity running.

*07:05 Savinkin Jin:* So just you know using Web 3 packages website to Display the inept information and I just display items and things like that. So the site is just pretty simple.

*07:18 Savinkin Jin:* So it was I was responsible for the website development and actually I was behind the scene to develop the engines new Web wallet.

*07:26 Savinkin Jin:* So they have wallet one version one and actually the developing budget now. So I was a team member of With portion and I was also included as usual project, but it is not

*07:41 Savinkin Jin:* started. So, It was just to remember, didn't make any contribution for about, I mean about the edge of project.

*07:50 Luke Barwikowski:* Okay, awesome.

*07:50 Savinkin Jin:* That you just just using Web 3 and using View to Develop website running.

*07:57 Luke Barwikowski:* Okay, awesome. So our stack, just some background on their stack is um, our stack is very JavaScript heavy.

*08:03 Luke Barwikowski:* We're using phaser JS for the game engine and a lot of react, the next

*08:06 Savinkin Jin:* MMM.

*08:07 Luke Barwikowski:* JS. So yeah, even if you don't have like react experience necessarily like it's very very heavy JavaScript.

*08:16 Luke Barwikowski:* Do you have so yeah obviously you just view that sets you up pretty well for that. What kind of games have you been making over the last couple years?

*08:26 Savinkin Jin:* Slot games. So for example, someone ordered me to develop a game that is exactly the same as dollars Pilot Gold and Buffalo King and Coraline or things like that.

*08:42 Savinkin Jin:* So this games aren't pragmatic. Calm. So I just had to develop. I'm I just had to clone the game on that side.

*08:54 Savinkin Jin:* The she ordered about any games but I didn't have enough time. So I just developed 10 games. That's it.

*09:03 Luke Barwikowski:* Nice impressive. Okay, sweet. So do you play games yourself? Are you interested in gaming yourself and like what kind of games do you play? If you do?

*09:15 Savinkin Jin:* Actually, I'm not really interested in James. I'm just interested in developing games. I mean, just it is really interesting to see how gamers make money with developing pocoyons.

*09:27 Savinkin Jin:* I was almost there by their strategy. For example, they use For example, Or robots. And they they have permissions to control cars and also they have some kind of strategy to make special events to get the money and, you know, to take customers.

*09:48 Savinkin Jin:* So that is related to business strategies. So I was really interested by the threats and they wanted to know their, I mean, the best route into make profit and talking about slow games.

*09:57 Savinkin Jin:* It also interesting. I realized that there was some kind of profit rate and why so many people like slot games and just use their money.

*10:07 Savinkin Jin:* So Is related to mathematics and just ejects designs. So the really game related, but maybe user experience related.

*10:19 Luke Barwikowski:* Nice nice. Awesome. Yeah. So do you have any other questions for me or like what we're doing at pixels or like anything that you want to know?

*10:31 Savinkin Jin:* Hmm. So I just wanted to ask, I saw game interface so it just looked like A normal dip.

*10:39 Savinkin Jin:* I mean just, Like a normal blockchain game, just mining and just getting profit. Just lose things like that.

*10:49 Savinkin Jin:* So, is this correct? I'm in just a simple dip now or Now,

*10:54 Luke Barwikowski:* Yeah, right now it's basically like

*10:55 Savinkin Jin:* You have.

*10:55 Luke Barwikowski:* Read only none of the mechanics are Blockchain backed. We're still like really early in the development cycle. We have all the engine though.

*11:02 Luke Barwikowski:* So a bit of history is we were developing a different product for a year and a half.

*11:09 Luke Barwikowski:* A product that's very similar to gather that town, if you know that product. We were doing like a lot of video chat stuff.

*11:17 Luke Barwikowski:* So we basically made a mix of an online game and a video chat platform and how it worked was.

*11:24 Luke Barwikowski:* You had to like, actually move that close to people in the game to talk to people? And it started like new conversations with people like that.

*11:30 Luke Barwikowski:* We were selling events to really big

*11:30 Savinkin Jin:* He?

*11:31 Luke Barwikowski:* companies like Apple and Twitter, and Uber used our product to host events on our platform, but we didn't find a good business model there and we basically turned this product into the game.

*11:43 Luke Barwikowski:* So we have a really solid engine that works like pretty well. And it's tested with a lot of big companies and through events We're building out game features now.

*11:51 Luke Barwikowski:* So we've done a lot of the core work. We have like, tested and proven software now, we need to like add game features on to that.

*11:57 Luke Barwikowski:* So all the game features that you've seen we've built really quickly and it's just me developing right now on the CEO and the CTO right now it's been a lot of work on my end and that's why you need to bring on development.

*12:12 Luke Barwikowski:* Help ASAP is I cannot. Yeah, I cannot keep coding and then doing all the Job and all that as well.

*12:16 Savinkin Jin:* I see.

*12:16 Luke Barwikowski:* So, Yeah, any engineer coming on though? We'll be working really closely with me?

*12:22 Savinkin Jin:* So, so you mean you're the only engineer right now?

*12:26 Luke Barwikowski:* Yes, it's yeah.

*12:26 Savinkin Jin:* Right.

*12:27 Luke Barwikowski:* So we need it's an immediate need. We're gonna bring on like two to three engineers over the next month.

*12:33 Luke Barwikowski:* But that's why Development's been going a bit slower than I would like because I've been raising all these funds.

*12:37 Luke Barwikowski:* I've been like getting the team ready. I've been hiring people so yeah once we we just closed this round of funding.

*12:45 Luke Barwikowski:* So now we're trying to bring people on, get the help. I will still maintain like the CTO role but then I'm like looking to have people eventually slowly take the technical like Burden off of me.

*12:56 Luke Barwikowski:* So that's what we're hiring for. We're hiring for like VP events. We're hiring for game developers and we're hiring for like a full stack engineer as well.

*13:07 Savinkin Jin:* I said, I say so I was just curious about him and I said, It's really clear crystal clear. I see.

*13:17 Savinkin Jin:* So, how long do I have? To head to bed. I mean, how long do I have to wait until the next step?

*13:26 Luke Barwikowski:* Yeah. So I will get back to you within the next day or so if we decide to continue before I'll get back to you by the end of dates day Actually if we like move on to the next step this process will probably take about a like a week total.

*13:39 Luke Barwikowski:* so then on that note, like when when would your availability be Like are you looking for a contracting role? Are you looking for a full-time role, like full-time employment? Like whether you're looking for,

*13:54 Savinkin Jin:* Mmm, full time is good. Because I just want to I'm just tired of being freelancer now. So I'd like to take a full-time job.

*14:03 Savinkin Jin:* So I'd like to take But it's up to you.

*14:06 Luke Barwikowski:* yeah. So you're based in Russia, right?

*14:10 Savinkin Jin:* Yes, I'm based in Russia.

*14:12 Luke Barwikowski:* Okay. Yeah, that's no problem. That's completely. Okay. We have like a work from anywhere policy and like we'll have like a flexible schedule available to the policy that we're going to go with.

*14:23 Luke Barwikowski:* Going forward is like we'll have four hours of core collaboration hours where there's four hours that everybody's expected to be online at the same time.

*14:31 Luke Barwikowski:* But then the other four hours of your day, you can work whenever you want. So it doesn't matter what time's done you're in. As long as like we have like a four hour period where like we're all in line together.

*14:42 Luke Barwikowski:* That way we can ask questions have the meetings that we need to have and like work together as a team of it, better than the rest of that will be async on your time.

*14:49 Luke Barwikowski:* So being based the Russia, no problem. Like actually totally welcome.

*14:59 Savinkin Jin:* All right, by the way, I'm not sure about networking network. Condition is not good. So, maybe in my be difficult to have, I mean, in case we need a video call or things like that, and then in the case, I just want to delay it to some.

*15:17 Savinkin Jin:* I mean to sometime there might be I mean in that case, network condition could be good. So I just want to Get to know when the video call should be opened in normal cases.

*15:32 Luke Barwikowski:* Oh yeah. Yeah, that can be flexible. I think video on. I prefer sometimes, but we won't make it required all the time being fully remote.

*15:41 Luke Barwikowski:* Like there are certain things that we need to do to like, you know, make sure that we all feel like a team and feel like we're working together.

*15:48 Luke Barwikowski:* That's really important to me going

*15:49 Luke Barwikowski:* forward. Like I want the whole team to enjoy being around each other. I want the whole team to feel like a team and have fun while we do this.

*15:57 Luke Barwikowski:* That's part of the point of this. All like, I don't know if you've been

*15:59 Savinkin Jin:* I see.

*16:00 Luke Barwikowski:* following our Twitter but we have like a pretty light-hearted Twitter, like we're trying to Obviously, we're gonna be working hard.

*16:05 Luke Barwikowski:* I, I work like, I work so much right now, but like I'm having fun doing it and like, I want the whole team to feel that way too, like we're really on to something.

*16:16 Luke Barwikowski:* We're really early. We're building something huge and we're also having fun while we do it. So Different culture, things like, that will be flexible on.

*16:24 Luke Barwikowski:* I personally do have a preference for video on, but if that doesn't always work, that's okay. But yeah.

*16:29 Savinkin Jin:* Okay.

*16:30 Luke Barwikowski:* So yeah, going forward, I'll send you like a follow-up later today. It'll probably be like another round or two of interviews like We're

*16:37 Luke Barwikowski:* trying to wrap this up Within the next week.

*16:38 Luke Barwikowski:* I do need immediate engineering help. And like we can we can talk more about like which role would be better for you after the technical interview.

*16:49 Luke Barwikowski:* About, like, if like game developer or like lead engineer would be better if you have a preference also, just let me know.

*16:58 Luke Barwikowski:* But yeah, more than open role will be for the hours a week contracted. Probably if you're based on the Russia, but like a 40 hour like Yeah, commitment, it just makes like hiring globally like that.

*17:09 Savinkin Jin:* He?

*17:09 Luke Barwikowski:* It's much easier if we do like like that. Contracting rather than rather than like full-time employment or like employment but we can figure it out in addition, like we're offering like equity or offering like allocation of a team mint.

*17:29 Luke Barwikowski:* We want people to feel like invested in like they own a portion of this product, that's really important to

*17:34 Luke Barwikowski:* us. So whoever we bring on like we preserved a larger than normal allocation of equity for the team, and obviously they'll get access to the mint as well too.

*17:42 Luke Barwikowski:* So Yeah, all they said I'll follow up with you obviously. Let me know if you're like also not interested or interested as well.

*17:51 Luke Barwikowski:* But yeah, we can schedule something within the next. couple days overall like I think your experience is awesome.

*18:00 Luke Barwikowski:* So I'm excited to like move to the next steps.

*18:05 Savinkin Jin:* Know, I say so actually I'm really interested about your projects so I just can't wait until the next day. That's it.

*18:14 Luke Barwikowski:* Alright. Great. Well, good meeting you good talking. Have a good one.

*18:19 Savinkin Jin:* Nice talking to you.

*18:19 Luke Barwikowski:* I'll get back to you.

*18:21 Savinkin Jin:* Have a good day. but,