# Explanation of Task2

You can write a scrapper that gets you the details of job posts of 100 companies on LinkedIn. An example is given below

You can score the job posts that match the DT profile

One sample score is given so you could proceed accordingly

You can explain your thought process (to shortlist the 5 companies, out of 100 companies) - the variables/metrics that you used

Rubric
3/10 Looking for skill alone
5/10 Looking for passionate candidates
7/10 Passion and Thinking are desired
9//10 Cultural fitment is needed, Passion is needed, Thinking is needed

<explain your thought process here- how did you choose the 5 companies from 100 companies. What variables/metrics did you observe>

To select the five companies from the pool of 100 companies based on the given rubric, I would consider several variables and metrics to assess the alignment of each company with the desired criteria:

1. **Job Post Content:** I would scrape the job posts from LinkedIn and analyze the content to understand the company's emphasis on skills, passion, thinking, and cultural fit. Companies explicitly mentioning these aspects in their job descriptions would receive higher consideration.

2. **Company Culture:** I would research each company's culture through their website, employee reviews on platforms like Glassdoor, and any available articles or interviews. Companies with a strong emphasis on culture fit and employee satisfaction would rank higher.

3. **Mission and Values**: I would review the mission and values statements of each company to gauge their commitment to societal impact, innovation, and employee development. Companies aligning closely with these values would be prioritized.

4. **Employee Testimonials**: If available, I would read testimonials or profiles of current or former employees to understand their experiences and perspectives on working for the company. Positive feedback regarding the work environment, opportunities for growth, and alignment with personal values would be favorable.

5. **Industry Reputation:** I would assess the reputation of each company within its industry, considering factors such as market leadership, innovation, ethical practices, and contribution to societal well-being. Companies with a strong reputation and positive industry recognition would be preferred.

Based on these variables and metrics, I would shortlist the five companies that demonstrate the highest alignment with the desired criteria of passion, thinking, and cultural fit. Each company would be assigned a score based on the extent to which they meet these criteria, with higher scores indicating a stronger fit. The five companies with the highest scores would then be selected for further consideration.

DT is looking to hire a javascript intern to work on the DeepTech Innovation projects of DeepThought. Required Personality Traits 1- Ability to work in research and innovation-intensive environment 2- Passion for coding and the ability to work with opensource codebases 3- Maturity and Temperament to work within optimizing constraints Learning Outcomes 1- Node.js, MongoDB, Express.js, NodeBB, Confluence Kafka, Nginx 2- DeepTech Innovation- building Tech product-driven domain-specific rigorous research 3- Level-5 Leadership: Emotional Intelligence, Project Management About SD LMS SD LMS is a Tech Product that enables self, social, and growth learning. It is more of a publishing platform than an EdTech platform. SD LMS is a DeepTech solution that brings the researcher out of learners. Threadbuilder enables mindful note-taking by capturing content as well as the intent besides emotional profiling of the speaker so the learners could connect with the convictions of the teacher. Eaglebuilder gives a bird's eye view of the class with core concepts standing out. TOC Sheets bring out learnability and productivity in harmony. The SocialScorecard enables holistic scoring of the learner's personality. Project Context SD LMS is an early-stage MVP being built to demonstrate the concept's potential with early users. The concepts like Threadbuilder, Eaglebuilder have been tested for more than 4months with students, parents, teachers. DT has a few school leader investors and we hope to leverage our school network to generate some usage metrics through this MVP with 1000-2000 users. The idea is to showcase the MVP to potential investors and generate resources for further development. Tech Approach 1- DT is using an open-source codebase called NodeBB and is following a lean development approach. 2- We believe in leveraging existing resources rather than coding from the scratch. 3- DT's core strength is product innovation basis our research in behavioral sciences. 4- Rapid Tech prototyping with open source repositories enables the pursuit of new ideas. 5- Rapid Tech prototyping helps stay on pace

with the production innovation at DT. 6- We hire developers who align with the company's Operational Philosophy

Based on the provided information, the company DeepThought (DT) is looking to hire a JavaScript intern to work on DeepTech Innovation projects. The role requires specific personality traits and offers learning outcomes related to technology, innovation, and leadership. Additionally, there is insight into the company's product, project context, and tech approach:

**Required Personality Traits:**
1. Ability to work in a research and innovation-intensive environment.
2. Passion for coding and the ability to work with open-source codebases.
3. Maturity and temperament to work within optimizing constraints.

**Learning Outcomes:**
1. Mastery of Node.js, MongoDB, Express.js, NodeBB, Confluence Kafka, Nginx.
2. DeepTech Innovation: Building tech products driven by domain-specific rigorous research.
3. Level-5 Leadership: Development of emotional intelligence and project management skills.

**About SD LMS (Learning Management System):**
- SD LMS is a Tech Product focused on self, social, and growth learning.
- It emphasizes a publishing platform rather than traditional EdTech.
- Core features include Threadbuilder for note-taking, Eaglebuilder for class overview, and SocialScorecard for holistic scoring.

**Project Context:**
- SD LMS is an early-stage MVP being developed to showcase potential with early users.
- Concepts like Threadbuilder and Eaglebuilder have been tested with stakeholders for over four months.
- The goal is to demonstrate the MVP to potential investors and generate resources for further development.

**Tech Approach:**
- DT uses the open-source NodeBB codebase and follows a lean development approach.
- They prioritize leveraging existing resources rather than coding from scratch.
- Product innovation is driven by research in behavioral sciences.
- Rapid tech prototyping with open-source repositories allows exploration of new ideas.
- Hiring developers who align with the company's operational philosophy is a priority.

Based on this information, to attract suitable candidates for the JavaScript intern role, the job description should highlight the opportunity to work in a research-intensive environment, the chance to contribute to innovative projects, and the emphasis on open-source development and product innovation. Additionally, it should emphasize the opportunity for learning and growth in both technical and leadership skills.
Why this score

"Talks of culture- alignment with Operational Philosophy
Requires thinking and personality
Passion for coding"

The score reflects the alignment of the candidate's attributes and mindset with the company's values, operational philosophy, and the requirements of the role. Let's break down the components:

1. **Talks of culture - alignment with Operational Philosophy:**
   - This indicates that the candidate understands and appreciates the importance of aligning with the company's culture and operational philosophy.
   - It suggests that the candidate is not only interested in the technical aspects of the job but also values the company's principles and approaches to work.
   - Demonstrating an understanding and alignment with the company's culture is important as it contributes to a cohesive and productive work environment.

2. **Requires thinking and personality:**
   - The company is looking for a candidate who possesses the ability to think critically, problem-solve, and demonstrate maturity and temperament in their work.
   - This suggests that the role requires more than just technical skills; it also requires a thoughtful and analytical approach to tasks and challenges.
   - The candidate's personality traits, such as maturity and temperament, are important for effectively navigating complex projects and working within constraints.

3. **Passion for coding:**
   - The company values candidates who are genuinely enthusiastic about coding and working with open-source codebases.
   - Passion for coding indicates that the candidate is likely to be motivated, engaged, and committed to their work.
   - It suggests that the candidate will not only perform their job duties but also actively seek opportunities to learn, grow, and contribute to the company's goals in a meaningful way.

Overall, the score reflects the importance of not only technical skills but also alignment with the company's culture, critical thinking abilities, and genuine passion for the work. Candidates who demonstrate these qualities are likely to be well-suited for the role and contribute positively to the company's success.