TECH SCREEN: Candidate

tl;dr:s

* *Candidate is eager to learn about data governance and modern data architecture in a less regulated environment; her experience with senior leadership will be an asset during stakeholder engagement and discovery phases of projects*

Summary:

* ***No evidence…***
* ***Basic****…*
* ***Intermediate to advanced****…*
* ***Advanced to expert…***

Positive:

* *…*

Needs further investigation:

* *…*

Recommendation:

* …

Major / Minor:

* *…*

TECH SCREEN EVALUATION

GENERAL SQL

* No Evidence:
* **Basic:** 
  + understands need for joins and data wrangling to improve insight into data; No mention of window functions (lead / lag) or COALESCE when expected (calculating a running average, missing values in SQL query);
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

DATA WRANGLING AND EXPLORATORY DATA ANALYSIS

* No Evidence:
* **Basic:** 
  + no evidence of technique or experience in this technical area; not familiar with regular expressions; casual mention of R for handling missing values
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

PREDICTIVE MODELING

* No Evidence:
* **Basic:** 
  + Modeling experience from question 9 used a stored procedure in SQL to calculate moving average; no actual predictive algorithm applied
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

FUNCTIONAL PROGRAMMING (R / PYTHON)

* **NA:** 
  + Not evaluated
* No Evidence:
* Basic:
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

DATA GOVERNANACE

* No Evidence:
* **Basic:** 
  + *Implemented master data management tool*
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

MODERN DATA ARCHITECTURE

* No Evidence:
* **Basic:** 
  + Nominal or non-professional experience with *schema-less databases*, *Image and text analysis*, *Google Cloud Platform*
* Intermediate:
* Advanced:
* Expert:
* 99th percentile:

CONCEPTUAL / BEHAVIORAL QUESTIONS

1. What interests you about Slalom?
   1. *…*
2. What is the most complicated or complex project on your resume?
   1. *…*
3. What was the goal of the project? What problem were you trying to solve?
   1. …

1. What was your specific role in the project?
   1. *…*

1. What about your current role do you want **to keep** [in your next job]?
   1. *…*
2. What about your current role do you want **to change** [in your next job]?
   1. *…*
3. What is the most complicated or complex project NOT on your resume?
   1. …
4. What is the next professional project you want to work on? What is the problem you think it will solve?
   1. *…*
5. What type of experience do you have with applied data science?; modern data architecture?; data governance?; data visualization?; data strategy?
   1. *…*
6. What type of experience do you have with requirements gathering?; stakeholder engagement?; managing people?; redesigning existing processes?; designing new processes?
   1. *…*

1. What is your ideal or preferred work role? Need not actually exist (looking for decision process, tradeoffs and compromises)
   1. *…*

1. What is your ideal or preferred work role? Need not actually exist (looking for decision process, tradeoffs and compromises)
   1. *…*
2. If you had an unlimited budget and six months what problem would you try to solve with data?
   1. …
3. Anything that I didn’t ask that you **hoped I would**?
   1. …
4. Anything that I didn’t ask that you are **glad** **I did not**?
   1. …
5. Do you have any questions for me?
   1. *…*

EVALUATION SCALE

**NA: Not evaluated**

**0: No Evidence**

**1: Basic:**

1. Recognizes and explains basic solutions with guidance;
2. Familiar with principles, languages, and technologies **relevant to practice**
3. No evidence of Programmatic Output: (identify inefficiencies; reduce repetition; reusable code, processes, etc.)
4. Majority of experience in academic setting (boot camps or online)
5. Proposes solutions using simple existing components or concepts
   1. Uses one existing [Game of Thrones] data artifact per answer

**2: Intermediate:**

1. Recognizes and explains complex solutions with guidance;
2. Experience with principles, languages, and technologies **relevant to practice**
3. Programmatic Output: repeatable processes or function(s) that can be applied to **multiple contexts** **by candidate**
4. Majority of experience in professional setting
5. Proposes solutions using complex existing components or concepts
   1. Uses multiple existing [Game of Thrones] data artifact per answer; no stated assumptions about data

**3: Advanced:**

1. Recognizes and explains **trade-offs** with guidance;
2. Proficient with at least one principle, language, and technology relevant to practice
3. Programmatic Output can be applied to a **different context by candidate**
4. Increases in **task** complexity **within practice or company** (teaching self)
5. Proposes solutions using existing & assumed components or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts; states assumptions or needed changes to existing artifact(s)

**4: Expert:**

1. Recognizes and explains trade-offs with minimal guidance
2. Proficient with more than one principle, language, and technology relevant to practice
3. Programmatic Output applicable to a **different context by people within practice or company**
4. Increases in **role** complexity **within practice or company** (teaching others)
5. Proposes solutions using existing, assumed & fabricated components or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts; states assumptions or needed changes to existing artifact(s); proposes new data artifacts

**5: 99th percentile:**

1. Recognizes and explains trade-offs with no guidance
2. Contribution to one or more principle, language, or technology **relevant to practice**
3. Programmatic Output applicable to **multiple contexts by people outside of practice or company**
4. Increases in **role** complexity **outside of practice or company** (teaching others)
5. Proposes solutions using components or concepts that challenge the status quo
   1. You’ll know it when you see it

TECHNOLOGY EVALUATION SAMPLE QUESTIONS

GENERAL SQL

* Which character has the most aliases?
* Which character appears in the most books?
* How many characters are alive?
* What is the gender distribution of characters?
* What house has the most members?
* What character belongs to more than one house?
* Which character belongs to the most houses?
* Which character appears in the most seasons?
* Which character has the most titles?
* Which characters appear in TV series and NOT in books?
* Which characters appear in books and NOT in TV series?
* Which characters appear in the same number of books and TV series seasons?

DATA WRANGLING AND EXPLORATORY DATA ANALYSIS

* Which character(s) would you pick as an enemy or ally?
* Which house(s) would you pick as an enemy or ally?
* How old is each house?
* How old is the oldest character?
* What is the mortality rate in Westeros?
* Which character would you pick as an ally?
* Which character would you pick as an enemy?
* What is the name of the character with the most aliases?
* How would you change the tables to indicate alive by season?
* How would you change the data to indicate alive by book?
* What house would you join if given the chance?

PREDICTIVE MODELING

* What culture has the best chance of survival?
* What gender has the best chance of survival?
* Which character is most likely to die?
* What is missing from the Game of Thrones data to predict life expectancy?
* *What are your go-to packages for unsupervised models?*
* *What are your go-to packages for binary classification?*
* *What are your go-to packages for linear regression?*
* *What are your go-to packages for logistic regression?*
* *What are your go-to packages for tree based models?*
* *Have you used spline regression techniques?*
* *What experience do you have with [them / it]?*
* FUNCTIONAL PROGRAMMING (R / PYTHON)
* What are your most-used functions or packages?
  + What experience do you have with [them / it]?
* Can you walk me through functions or packages that you **used** or created for a specific project?
  + How many people used or continue to use the solution you built with those functions or packages?
  + Have you published code samples to GitHub or another shared repository?
* Have you presented your solution to people outside of the immediate project team?
* What is your presence on StackOverflow (or another public reference site)?