SELECTION PROCESS

DISEÑO Y PRUEBAS 1 – L01

Álvaro de la Flor Bonilla | Versión 1.0 | 11/10/18

Abstract

En este documento procederemos a la descripción detallada de los pormenores de cada una de las contrataciones que nos disponemos a realizar, individualizando en casa caso cuáles y por que han sido los motivos que nos han llevado a la selección de esa aplicación.

Destacaremos los puntos fuertes de cada uno de nuestros candidatos, sus posibles aportes para el proyecto, así como los aspectos que nos han generados dudas en la entrevista común; ciertas debilidades que aun siguiendo presentes no suponen el peso suficiente para el rechazo de la candidatura.

Application form

Contact data

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Statement

My constant effort and my concern about this discipline would help to involve myself intensely in this project.

Positions

This past year, I have taken part of two projects in groups for the IISSI and AISS courses. During these projects I have gained various skills in PHP, SQL and JavaScript.

Education

Primary education in CEIP Tierno Galván (ages 4-10).

Secondary education in IES Torreblanca (ages 10-17).

Currently, Software Engineering in Seville University.

Primary and Secondary education have been the key to achieve my informatics and engineering knowledgements.

Miscellaneous

I am a native Spanish speaker, I have an upper-intermediate English level (not-certificated)

Closing

06/10/2018

Antonio Manuel Salvat Pérez

Application form

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https://www.linkedin.com/in/carmen-fern%C3%A1ndez-benjumea-0912a0171/

I am interested in joining in this team, because, with my academic training, I think that I have assemble the necessary requirements to be part of this project.

I have experience on how to work in a group, since I have been part of several projects. I was a member of the IISSI Project for 8 months and AISS project for 4. The grade of both projects was outstanding and to develop them we used JavaScript, PHP, SQL, JavaEE…

I studied primary in the C.P.I Cervantes, secondary in the I.E.S Manuel Losada Villasante and technological A levels in the IES Maese Rodrigo. Currently, I am studying the third year of Computer Engineering at the University of Seville.

Some languages that I dominate are Java, JavaScript, PHP, SQL, HTML5, CSS… and I have done several online courses in design and systems development.

I have a high level in Spanish (spoken and written) and I am studying English for expanding my knowledge and get more language fluency.

Fernández Benjumea, Carmen
05/Octuber/2018

Application form

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GitHub:

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Statement

I am person committed to score the maximum score possible and I am really interested in working in this project along with this group.

Positions

I have been member of an IISSI group which scored 10 on the deliverable. The whole project took 8 months. In this period I have acquired and honed some skill in app development using JavaScript, PHP and SQL.

Education

Primary, Secondary and Graduate studies at Altair School, Seville.

Currently studying Software Engineering at Seville University, Seville.

Thanks to my older education at Altair and my actual studies at Seville University, I have gathered skills related with the technology field. Furthermore, I have develop an eager taste for learning, which allows me to learn new things faster than others.

Miscellaneous

I have mid-term expertise with Java, JavaScript, PHP, SQL, and beginner-term expertise with Linux, Python.

Languages: high level Spanish (spoken and written, not-certificated), mid-high level English (spoken and written, C1-Cambridge Certificate)

Closing

Batista Núñez, Francisco.

03/October/2018

JOSE ANTONIO
FERRETE MOLLE

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I think I am highly qualified for this job because of my expertise working in group, as well as my software development knowledge and learning capacity. Furthermore, I'm a truly reliable partner as I am fully committed with my team.

POSITIONS

I have taken part in some other interesting group projects like this. Last year I developed two software products, one of them for an important law firm, in which I learned database and web developing, getting familiar with PHP, SQL, HTML, CSS and JS, as well as some libraries like jQuery.

For the second project I made a mashup to provide a useful task management service to all Google users called "LifeAssistant", learning API integration.

EDUCATION

I am currently studying 3rd course of Software Engineering degree at University of Seville. Through all these three years I have learned so many developing strategies and programming technics that makes me a perfect candidate for this job.

I also have a diploma in science by Martínez Montañés Institute where I studied for three years.

MISCELLANEOUS

My first language is Spanish, and I've got a B2 English level so it's a language in which I can communicate fluently. As for programming languages, I know Java, PHP, SQL, JavaScript and Python.

Jose Antonio Ferrete Molle

07/10/2018

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Me parece un proyecto perfecto para estar en él ya que tiene unos objetivos claros. Soy una persona que cuando tiene un objetivo se centra en él y trabaja duro hasta conseguirlo.

Hace poco más de 4 meses, finalicé un proyecto en grupo, el cual se desarrolló durante el curso, para una gran empresa de reparación de estibadoras, maquinaria agrícola y de obra urbana que obtuvo un puntaje de sobresaliente en los resultados. La realización de este trabajo me ayudo a ampliar mis conocimientos en JavaScript, PHP y SQL, además de adquirir capacidades para el trabajo en grupo como son la constancia, la determinación y la responsabilidad. En la misma fecha, pero con duración de un cuatrimestre realice en grupo un mashup (The Sneak) el cual me ayudo a profundizar en JavaEE.

Estudié primaria en el colegio Cervantes, secundaria en el IES Manuel Losada Villasante y bachillerato tecnológico en el IES Maese Rodrigo, los tres en la localidad de Carmona en la provincia de Sevilla. Finalicé secundaria con una mención especial en habilidades técnicas y gráficas.

Los lenguajes que conozco son Java, JavaScript, PHP, SQL. También tengo un amplio manejo en programas de diseño gráfico y edición de imagen y video como son Inkscape, SketchUp, Photoshop, GIMP, Filmora, entre otros. Hablo y escribo Español, ya que es mi lengua materna y hablo y escribo inglés, nivel medio no certificado.

María de Gracia Piñero Pastor

05/10/2018

Interviews

Para la entrevista decidimos realizar una dinámica de grupo dividida en 3 apartados diferenciados.

En el primer caso dispusimos a nuestros candidatos a resolver un problema real a resolver en el lenguaje de programación libre, tiempo límite definido y bajo un ambiente ruidoso.

En el segundo caso enfrentamos a nuestros candidatos a una situación de conflicto entre compañeros y dispusimos a cada uno de ellos en el rol de mediador de la discusión.

En el tercer caso lanzamos una pregunta abierta sobre por qué creen que deben ser escogidos frente al resto de sus rivales. Aptitudes como liderazgo, empatía y constancia fueron consenso.

Disponemos las puntuaciones de cada uno de nuestros candidatos.

Francisco

Attitudes	Mark	Comments
Enthusiasm	A	
Friendliness	A+	
Commitment	B	
Sense of identity	B	
Training	B	
Speak up	A+	
Provides feedback	A	
Can say no	C	
Can ask for help	F	
Can negotiate	A	
Accepts responsibility	A+	
Likes social life	A+	
Expertise	**Mark**	**Comments**
JAVA	A	Primero en finalizar la propuesta
SQL	B	

Carmen

Attitudes	Mark	Comments
Enthusiasm	B	
Friendliness	A	
Commitment	B	
Sense of identity	A+	
Training	C	
Speak up	A	
Provides feedback	A+	
Can say no	F	
Can ask for help	B	
Can negotiate	A	
Accepts responsibility	A+	
Likes social life	A+	
Expertise	**Mark**	**Comments**
JAVA	B	
SQL	A	

José Antonio

Attitudes	Mark	Comments
Enthusiasm	F	
Friendliness	A	
Commitment	B	
Sense of identity	A	
Training	A+	
Speak up	A+	
Provides feedback	B	
Can say no	F	
Can ask for help	F	
Can negotiate	A+	
Accepts responsibility	A+	
Likes social life	A	
Expertise	**Mark**	**Comments**
JAVA	A+	
SQL	A	

Attitudes	Mark	Comments
Enthusiasm	A+	
Friendliness	A+	
Commitment	B	
Sense of identity	B	
Training	C	
Speak up	B	
Provides feedback	B	
Can say no	F	
Can ask for help	F	
Can negotiate	A+	
Accepts responsibility	A+	
Likes social life	A+	
Expertise	Mark	Comments
JAVA	B	
SQL	A+	Ingenio en la resolución

Attitudes	Mark	Comments
Enthusiasm	A	
Friendliness	A+	
Commitment	B	
Sense of identity	B	
Training	B	
Speak up	A+	
Provides feedback	A	
Can say no	C	
Can ask for help	F	Necesita mejorar
Can negotiate	A	
Accepts responsibility	A+	
Likes social life	A+	
Expertise	Mark	Comments
JAVA	A	
SQL	B	

Results

Applicant	Mark
Batista Núñez, Francisco.	A+
Fernández Benjumea, Carmen.	B
Ferrete Molle, José Antonio.	A
Piñero Pastor, María de Gracia.	B
Salvat Pérez, Antonio Manuel.	B

Conclusions

Creemos que hemos realizado un proceso de selección completo, efectivo y satisfactorio encontrando cada uno de los perfiles deseados sin más disconformidad que la falta de experiencia de cada uno de nuestros candidatos.

Confiamos en los conocimientos técnicos señalados por cada uno de ellos y esperamos que muestren cada una de las cualidades vistas en nuestra entrevista.