# Cary Pennington – Interviewed for Solution Architect

## Strengths:

* Demonstrates solid development experience with multiple technologies (JavaScript, Node.js, React).
* Worked across full-stack environments and participated in agile team delivery.
* Familiar with CI/CD tooling and testing strategies, suggesting a disciplined engineering practice.
* Delivered acceptable responses to scenario questions, indicating competency in structured development.

## Weaknesses:

* Lacked meaningful experience designing or owning large-scale AWS-based solutions.
* Answers focused on incremental improvements rather than end-to-end architectural refactoring.
* Responses were more reflective of a mid-level contributor than a lead architect.
* Did not show familiarity with AWS-native architectural patterns (e.g., Lambda, API Gateway, IAM guardrails).
* Did not appear to own critical systems or cross-domain integration decisions.

## Fit Assessment:

* Cary’s background aligns more with a senior developer or backend engineer.
* Not suitable for a Solution Architect role on the SuperApp Tiger Team, where cross-cutting system design, domain leadership, and AWS-native architectural fluency are required.

**Recommendation: Do Not Hire**

# Grace Victoria – Interviewed for Solution Architect

## Strengths:

* Comes from a business analysis and customer success background with product-facing interactions.
* Experience communicating with stakeholders and working in hybrid agile environments.
* Some exposure to API testing and functional requirements alignment.

## Weaknesses:

* Technical depth was lacking, especially in core AWS, scalable architecture, and API design.
* Had difficulty handling design-level interview questions — responses were generalized, not grounded in system-level experience.
* Lacked evidence of leading solutioning initiatives or owning backend architectural direction.
* Did not demonstrate experience with high-availability services, regulatory concerns (HIPAA, SOC2), or cross-org integration.

## Fit Assessment:

* Grace may thrive in roles involving product ownership, analysis, or delivery coordination.
* She is not a fit for a technical solution architect role requiring AWS, system integration, and design authority in a complex environment like SuperApp.

**Recommendation: Do Not Hire**

# Adam Kilber – Interviewed for Staff Engineer

## Strengths:

* Strong history of working on focused product-level solutions, particularly involving email parsing, natural language, and AI integrations.
* Demonstrates proficiency with Node.js, REST APIs, Lambda, and general cloud automation.
* Delivered code-capable responses, completed the design exercise without errors.

## Weaknesses:

* Experience appears to be mostly solo or startup-level development without deep exposure to enterprise architecture constraints.
* Had trouble contextualizing development decisions in large team settings — e.g., managing cross-team API contracts, enforcing policy compliance.
* Did not present a clear ability to evaluate broader system trade-offs (latency, cost, scalability, compliance).
* Lacked understanding of multi-client design patterns (e.g., GraphQL federation, Experience APIs), which are central to SuperApp architecture.

## Fit Assessment:

* Adam is a capable developer or midsize-system engineer, potentially useful for quick prototyping.
* The Staff Engineer role on the Tiger Team requires deeper architectural maturity and enterprise experience, which Adam does not yet demonstrate.

**Recommendation: Do Not Hire**

# Summary

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| **Candidate** | **Role Interviewed For** | **Recommendation** | **Notes** |
| **Cary Pennington** | Solution Architect | Do Not Hire | Developer-level thinker, not system-level designer |
| **Grace Victoria** | Solution Architect | Do Not Hire | Experience mismatch for a technical leadership role |
| **Adam Kilber** | Staff Engineer | Do Not Hire | Skilled, but lacks enterprise development context |