

What I wish I knew in Comp 20

...

Zoe Sabin

Who am I?



Graduated from Tufts in 2015

Software Engineer on the Reporting team at HubSpot

I'm here because I took Comp 20 four years ago and for some reason Ming thinks I know what I'm talking about now.

Overview

- What HubSpot is
- What I do there
- What I've learned

HubSpot's Mission





Google

what makes a dishwasher good



Goole

what dishwasher should i get



repair or fix dishwasher



The Best Dishwasher | The Sweet Home



HOME PAGE > APPLIANCES

The Best Dishwasher

LAST UPDATED: 10 hours ago

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After putting years, we've learned that you can get your money's worth by investing in a good dishwasher. We think paying practically nothing for a dishwasher is a wise investment. That's why we've selected the best dishwasher for your budget. It's an affordable dishwasher with a lot of capacity and it won't cost a few hundred dollars.

Last Updated: 10 hours ago

Once again, the Bosch 800 Series dishwashers are our favorite. We have a new favorite model this year, though. The Bosch 800 Series dishwashers are the best dishwashers you can buy. They're affordably priced and offer a lot of features. If you're looking for a dishwasher that will last for years, then the Bosch 800 Series is the right choice for you.

► [Expand Most Read](#)

Our pick

A screenshot of a web browser showing the homepage of The New York Times. The URL in the address bar is www.nytimes.com/2009/05/28/garden/28repair.html?_r=0. The page features a navigation bar with 'SECTIONS' and a search icon. The main headline is 'The New York Times'. Below the headline are three columns of articles: 'ON LOCATION Where Howard Hughes Was Underfoot' (with a photo of a room), 'DESIGN NOTEBOOK When Profits Can Become Sawdust' (with a photo of a smiling man), and 'The Wassaic Project: A Festival, a 'Beautiful' Flood and Now Art' (with a photo of a man sitting at a table). A clock icon in the bottom right corner shows the time as approximately 8:35.

American Style vs. European Dishwashers

blog.yaleappliance.com/american-vs-european-dishwashers

Anthony Home

Home Appliance + Lighting Blog

Honest insights, opinions and resources about buying home appliances, lighting and plumbing

Mar 22, 2016 9:00:00 AM

American Style vs. European Style Dishwashers (Reviews/Ratings)

by Rick Medeiros

Tweet Share Like 2 Share G+ 2 Email

For the longest time, American dishwashers were noisy with plastic tubs but loaded with bells and whistles.

About 20 years ago European dishwashers started to hit the market like Asko, Bosch and Miele. They offered virtually noise free models with stainless steel tubs, but were expensive and with limited features.

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Over 1,000,000 people read the Yale Blog last year.

Email*

Shop Bosch Dishwashers in M

Anthony Home

www.yaleappliance.com/Dishwashers/Bosch/Dishwashers-SHP65TL5UC.aspx

Kitchen Laundry Plumbing Lighting Seasonal Vacuums Financing PACKAGES REPAIRS

Kitchen | Dishwashers & Compactors | Dishwashers | BOSCH:SHP65TL5UC My shopping cart (0)

Bosch SHP65TL5UC Dishwashers - Kitchen Stainless Steel

Color Options

BOSCH

Your price \$ 809.99

9 Reviews

Add to Cart Add to wishlist

Add to Compare Financing available with approved credit

REVIEWSS

RESOURCE CENTER DISHWASHER BUYING GUIDE

Dishwashers have more features than ever. But how will you know which are right for you.

ACCESS NOW

The YALE Difference



There's a lot of software there.

**We build tools to help people market
and sell to people the way they want
to shop and buy things.**

What tools?

Blogging, social media, analytics, email, workflows and email automation, landing pages, forms, contacts management, reporting, lead scoring, CRM, meeting booking, sales email templates, sequences, message widgets

What do I actually do though?

I build things like this

Anna's New SS Dashboard ▾

New Marketing Qualified Leads ⓘ

Offsite Sources Direct Traffic

Date range: All data -

Custom of New Deals ⓘ

Total Closed Amount

Visibility: Shared - Settings ▾

New dashboard Export Share Add report

Top Blog Posts ⓘ

| NAME | TOTAL VIEWS |
|-------------------------------------------|-------------|
| 1. "Helpful" is the New "Viral" | 27 |
| 2. Nick's Blog Clone Post Yes | 25 |
| 3. Target's CEO is out - what that means | 16 |
| 4. I Have Topics: social media monitoring | 12 |
| 5. Saint Paul: History's Best Blogger? | 8 |

Contact Lifecycle Funnel ⓘ

lifecyclestage

Count of Contacts Conversion

Created 592,400 23.44%

Subscriber 138,883 0.06%

Customer 81

Search Help

Back to dashboard Contact Lifecycle Funnel ↗

Undo Export Update on dashboard

Filters

TYPE: Contacts funnel

VIEW: All contacts

LIST: Select a list

Measures

lifecyclestage funnel

BY Count of Contacts

AND Conversion Rate

Summarizing the 592,400 contacts that had ALL of the selected stages. [Read more about it here.](#)

Visualization

lifecyclestage

Created 592,400 23.44%

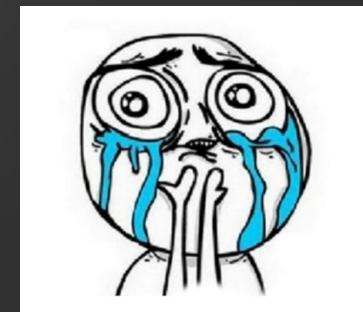
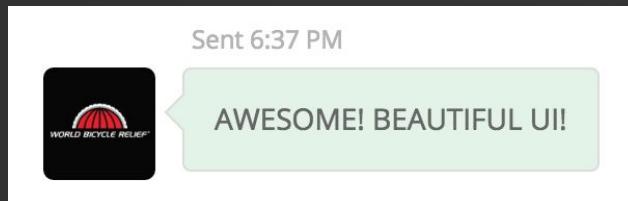
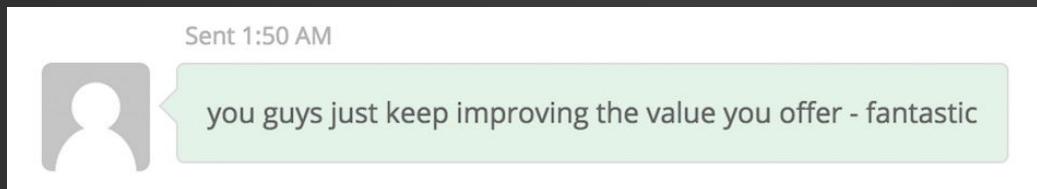
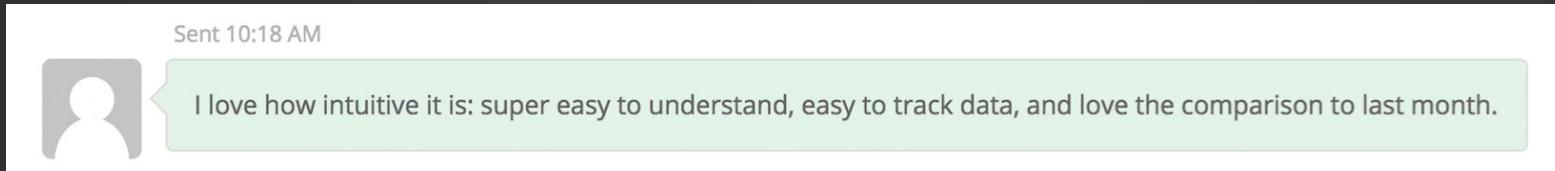
Subscriber 138,883 0.06%

Customer 81

Style: Funnel Bar Color: □ Display options ▾

Data

So that marketers will say things like this:



Not all fun and games

- Displaying data is hard
- Small, autonomous teams = very different ways of reporting on data
- The way we code for the web is changing RAPIDLY

Still a lot of fun

Influence UX, design and functionality decisions

Huge amounts of autonomy and trust

Tons of people to learn from as well as mentor



That's me now, but I've certainly
learned a lot along the way

Finding the (right) job or internship

Company Size

small

- wear a lot of hats
- not many rules
- fewer people to learn from
- (maybe) easier to make an impact
- fewer boundaries for new technologies

big

- More specialization and expertise
- (usually) working at larger scale
- (possibly) stronger mentorship
- (maybe) harder to make an impact
- name recognition

THIS IS NOT LIKE WHEN YOU
APPLIED TO COLLEGE

Two big questions

Are you going to be able to **grow**, personally and professionally?

Are you (and your code) going to be able to **make an impact**?

Who will you be working with?

You will **spend more time** with coworkers than you will with friends, family, and maybe your roommates.

Ask about them!



YOU'RE THE AVERAGE
OF THE FIVE PEOPLE
YOU SPEND THE
MOST TIME WITH.

Behappy.me

What technologies do you want to use?

Will you be able to create and maintain a world class product?

Will the skills you gain be useful elsewhere?

Will you have the freedom to contribute creative ideas to solve problems for customers?

Grow your technical skills in an
environment that allows you to move
quickly and **creatively**

Will you love spending time on the product?

Remember, this isn't a college schedule

Make sure you like what you're doing and why!

Start your career

working with the right technologies
on an interesting product

with amazing people

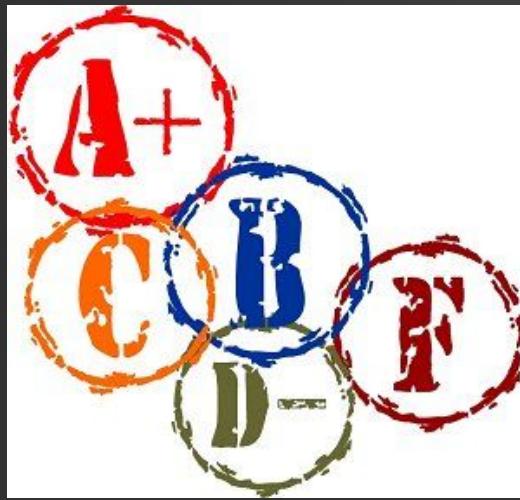
Landing the job

People are looking to find one thing:

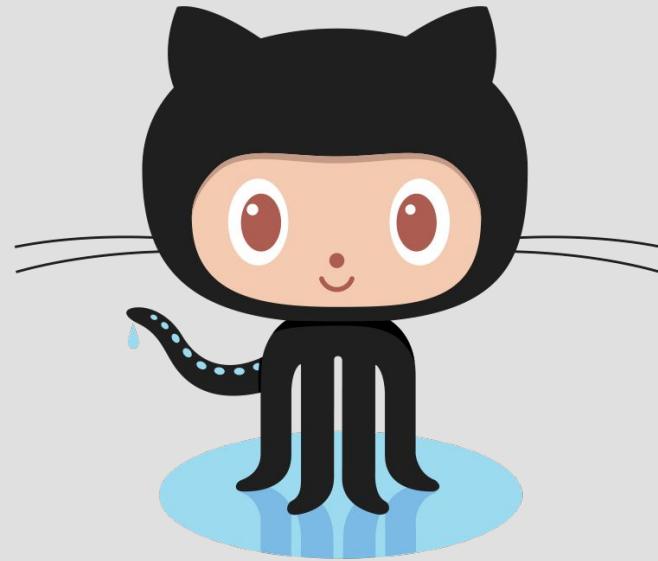
Companies invest a ton in their interns.

What has this person done before that shows they will **succeed** with us?

Not as important



More important



Prepare your stuff

Software Engineer Co-op, E-Corp - May 2014 to August 2014

- Worked alongside team of senior engineers to build new app
Technologies used: Java, SQL, API

Is this good?

Software Engineering Intern - Initech - July 2015 to August 2015

- Presented on architecture at company meeting
- Worked on report team, building apps for customer-facing data sets
- Experienced development in a scrum environment

How is this better?

Software Engineering Intern - Aperture Science - July 2015 to August 2015

- Contributed functioning layouts to experiments with dynamically generating UI based on location rules
- Developed the translator that correctly created data objects for the UI
- Created REST endpoints in Node.js for navigation systems

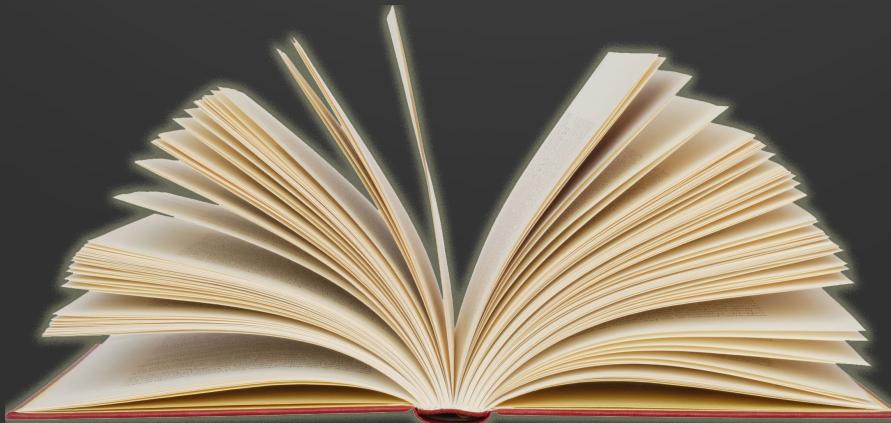
And Even Better

Software Engineering Co-op - Aviato, Inc. - July 2016 to August 2016

- Developed new landing page for main platform to aid with user conversion and better convey value proposition with dynamic content relevant to user, used a TDD approach to engineer.
- Identified opportunity for improvement using Mixpanel data and Intercom user research, subsequently designed new onboarding flow boosting user activation rate by 15%.
- Migrated platform from mobile templates to a responsive framework using Foundation and Bootstrap. Optimized for browsers IE8 and higher using Browserstack and VirtualBox.

Tell a **story**

What did you **build** for that company?
What **impact** did you have?



Make Contact

Make connections and reach out

Follow directions and apply ASAP

Tailor your resume ← HUGE

Acing the phone interview

Research the company

Practice talking about the things you are most proud of

Have questions ready

Coding assessment

We look for a mix of practical and algorithmic skills.

No matter what:

Read the instructions.

Code like you are building for real life. Use the language you're strongest in.

“Clever” is usually bad.

On-site interview prep

What should I wear? What should I bring?

Practice talking about your experience. Get a good night's sleep.

Show some personality!

Technical interviews: think out loud, be honest when you are lost.
Explain your educated guesses.

Have questions ready.

Send thank you emails to your interviewers and recruiters

Here's How We Do It

1. Recruiter Phone Interview
2. Coding Assessment
3. On-Site Interview
4. Decision

Decision

We aim to get back to you the next business day.

If you get it: congratulations!

If you don't get it: take feedback to heart.

And always- keep the door open, most places will talk to candidates again.

Doing the job

Tufts isn't really great at preparing you for this part

Other people will be coming from coops and programs where they've been learning industry technologies for years

What you can bring is the brains and the hustle.

There are some things you *can* do now...

3 things you can do to prepare now

1. Do projects outside of class
2. Do projects outside of class
3. Do projects outside of class

3 things I was surprised by (that school will help with)

1. So much reading of other people's code
2. So much collaboration
3. How much I was able to learn in a year and a half

Some ~~words of wisdom~~

Become **comfortable** with being **uncomfortable**

Get in the habit of **educating yourself**

Ask **questions** and find the **right people** to answer them

You knew it was coming...

Why work at HubSpot?

Have a Huge Impact



Kevin Baker
@_kbaker_

4 months ago I was in college. Today my CTO & CEO of billion \$ company gave a keynote to 13,000 people about my team's [@leadinapp #INBOUND15](#)

LIKES
11



2:23 AM - 10 Sep 2015

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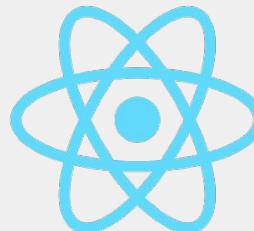
Learn and Grow a Ton



Java™ 8



kafka



React



Learn and Grow a Ton from Awesome People (who can't wait to teach you)





Thanks! Questions?

Want to learn more? Visit
product.hubspot.com