



## Candidate

**Amal Satheesh** ([iamamalsatish@gmail.com](mailto:iamamalsatish@gmail.com))

### Other

6y 5m

Monjin rating - 3 (Proficient)

JD title - 2102-Senior Engineer QA- Binnu Maria Baby

## Interviewer feedback on candidate

### Interviewer

Maneesha V

### Overall rating

Proficient - ★★★★☆

### Verdict

Selected

## Overall Feedback

The candidate has been **selected** based on a strong overall skill set and solid understanding of key testing concepts. He demonstrates good knowledge in Manual Testing, GIT, and Version Control, which ensures effective code management and collaboration. His proficiency in Jira and API Testing using Postman highlights his ability to manage tasks efficiently and validate API functionality. He shows strong capability in Test Automation using Playwright with Python, along with a good understanding of industry-standard testing processes and test strategy formulation. His coding skills are commendable, and he performed well in the coding assessment. He possesses moderate knowledge of SQL and Performance Testing, which can be further developed on the job. While he has basic understanding of the Finance Domain, he currently lacks exposure to CI/CD pipelines and Kafka. Overall, his technical foundation and adaptability make him a strong addition to the team. With targeted training in CI/CD and Kafka, he is expected to quickly become proficient in these areas.

## JD Skills Feedback

Kafka	★★★★★
Test Strategy	★★★★★
Manual Testing	★★★★★
Coding Test	★★★★★
SQL	★★★★★
GIT	★★★★★
CI/CD	★★★★★
Version Control (Git)	★★★★★
ADO, Jira, Zephyr	★★★★★
Performance Testing (Jmeter)	★★★★★
API Testing (Postman)	★★★★★
Test Automation (Playwright + Python)	★★★★★
Finance Domain Understanding	★★★★★
Industry Standard Testing Process	★★★★★

## Timeline Skills Feedback

Manual Testing 

Have good knowledge in Manual Testing

GIT 

Have good knowledge in GIT

Version Control (Git) 

Have good knowledge in Version Control

ADO, Jira, Zephyr 

Have good knowledge in Jira

SQL 

Have moderate knowledge in SQL

API Testing (Postman) 

Have good knowledge in API Testing

Test Automation 

(Playwright + Python)

Have good knowledge in Test Automation

Test Strategy 

Have good knowledge in Test Strategy

Industry Standard 

Testing Process

Have good knowledge in Industry Standard Testing Process

Performance Testing 

(Jmeter)

Have moderate knowledge in Performance Testing

Kafka 

Have no knowledge in Kafka

Coding Test 

Have good knowledge in Coding

Finance Domain 

Understanding

Have basic knowledge in Finance Domain Understanding

Performance Testing 

(Jmeter)

Have moderate knowledge in Performance Testing

CI/CD 

Have no knowledge in CI/CD

## Coding Assessment(s)

### Problem #1

#### Code

Language: Python

```
import random

sign = ["Virgo", "Leo", "Cancer"]

horoscope = ["You will have a good day today", "be kind"]

print("Welcome to your daily horoscope")

user_sign = input("Please enter your sign").strip().capitalize()

converted_sign = [s.lower() for s in sign]

if user_sign.lower() in converted_sign:
    print("Your horoscope for the day is:", random.choice(horoscope))
else:
    print("Please select a valid sign. Valid signs are:", ", ".join(sign))
```

---

**Rating**

Competent -		Reject	25% Match with JD - 2102-Senior Engineer QA- Binnu Maria Baby
-------------	-----------------------------------------------------------------------------------	--------	---------------------------------------------------------------

**Overall Feedback**

The candidate, Amal, brings 7+ years of testing experience primarily in healthcare domain, which doesn't align well with the banking/finance domain requirement for this role. While he demonstrates basic understanding of manual testing concepts and has practical experience with defect management, his technical depth is insufficient for a senior QA engineer position. Critical gaps include no finance domain knowledge, limited CI/CD exposure, no Kafka experience, and basic-level skills in automation, API testing, and SQL. His Git knowledge is elementary, lacking advanced operations expected at senior level. The candidate admitted to having minimal experience with Azure DevOps, which is specifically required. His automation experience is very limited (only one minor project), and performance testing knowledge is superficial. Communication was clear but responses often lacked the depth and technical accuracy expected from someone with 7+ years of experience. The candidate seems more suited for a mid-level role rather than senior position, particularly given the specialized banking domain requirements. His willingness to learn and practical approach to problem-solving are positive traits, but the technical gaps are too significant for this specific role.

**Communication Score:** 

**Skills Feedback**

**Test & Defect** 

**Management tools**  
(ADO, Jira, Zephyr)

Has practical experience with Jira for defect tracking and basic understanding of linking defects to test cases. However, admitted no knowledge of Azure DevOps, which is specifically mentioned as required. Limited exposure to advanced defect management processes and test management tools expected at senior level.

**SQL Skills** 

Very limited SQL knowledge with basic understanding of joins (inner, left, outer) and simple select queries. Could not explain query optimization techniques, admitted lack of experience in optimizing slow queries, and showed minimal practical SQL experience. Far below expectations for a senior QA role requiring database testing.



**Performance Testing**   
(Jmeter)

Basic awareness of performance testing types (load testing, stress testing) and some JMeter experience. Could discuss basic troubleshooting

for slow APIs and concurrent user issues. However, lacked depth in performance testing methodologies, metrics analysis, and advanced performance testing concepts like spike testing (admitted hearing it for first time).

#### Version Control (Git)



Demonstrated basic Git operations understanding with git pull vs fetch, merge conflicts resolution, and branching strategies. However, showed significant gaps in advanced Git operations like reverting commits (admitted not knowing syntax), recovering deleted branches, and handling complex merge scenarios. Knowledge insufficient for senior role expectations.

#### Coding Test



Could write basic Python code (horoscope program) but struggled with keyboard/technical setup. Showed basic programming understanding but limited demonstration of coding skills. For a senior automation role, stronger coding abilities would be expected.

#### Manual Testing



Candidate demonstrated basic understanding of manual testing types (functional, non-functional, regression, performance) and could differentiate between smoke and sanity testing, though explanations were somewhat unclear. Showed good practical knowledge in handling critical bugs and defect management processes. However, lacked depth in advanced manual testing concepts and test design strategies expected for senior level.

#### API Testing (Postman)



Basic understanding of API testing concepts including request/response validation and status codes. Could identify 500 error as internal server error and suggest basic troubleshooting. However, showed gaps in API contract testing, CI/CD integration with Postman collections, and advanced API testing scenarios. Knowledge appears superficial for senior level.

#### Test Automation

(Playwright + Python)



Candidate has basic exposure to Playwright with Python but admitted to doing only 'one minor automation' project. Could discuss basic concepts like handling timing issues and element locators, but lacked comprehensive knowledge of automation frameworks, best practices, and advanced automation concepts. Experience appears limited for a senior role.

#### Kafka



No knowledge of Kafka. Directly stated 'No, I do not' when asked about Kafka experience. This represents a complete gap in this technology area.

#### Test Strategy



Demonstrated basic understanding of test planning and execution across multiple environments. Could discuss prioritization during tight deadlines

and handling requirement changes. However, lacked depth in comprehensive test strategy development, risk analysis, and strategic testing approaches expected for senior role.

#### Industry Standard



#### Testing Process

Showed understanding of basic testing processes, environment management, and some Agile practices. Could discuss regression vs retesting differences and handling requirement changes mid-sprint. However, lacked knowledge of advanced testing processes, shift-left testing, and industry standards expected at senior level.

#### Finance Domain



#### Understanding

Explicitly stated no finance domain experience. While has some exposure to payment processing through healthcare applications, lacks the banking and financial services knowledge required for this role. This is a critical gap given the job requirement.

#### CI/CD



Very limited knowledge of CI/CD concepts. Could not explain how to run Postman collections in CI, admitted no access or experience with CI/CD pipelines, and showed minimal understanding of continuous integration/deployment processes. This is a significant gap for a senior role.

### Summary of Questions and Answers

**Q:** Questions covered finance domain knowledge and banking application experience.

**A:** Candidate explicitly stated no finance domain experience, having worked primarily in healthcare. Mentioned some payment processing experience through healthcare applications but lacks banking-specific knowledge, regulations, and compliance understanding.

#### Skill: Finance Domain Understanding

**Q:** Questions covered SQL joins types, differences between inner and left joins, finding duplicate records, query optimization, and handling null values in joins.

**A:** Candidate admitted limited SQL experience. Could identify basic join types (inner, left, outer) but showed confusion in explanations. Knew about using DISTINCT for duplicates but admitted no experience in query optimization. Overall demonstrated beginner-level SQL knowledge insufficient for senior role.

**Q:** Questions covered performance testing types, monitoring server metrics, detecting bottlenecks, memory leak investigation, peak usage failures, concurrent user issues, and spike testing.

**A:** Candidate identified basic performance testing types (stress, load testing) and mentioned JMeter experience. However, showed significant gaps in server monitoring, memory leak detection, and advanced performance testing concepts. Admitted unfamiliarity with spike testing.

#### Skill: Performance Testing (Jmeter)

**Q:** Questions covered Git pull vs fetch, merge conflict resolution, handling overridden branches, managing multiple active branches, reverting commits, branching strategies, and rollback procedures.

**A:** Candidate showed basic Git knowledge with understanding of pull vs fetch differences and merge conflict resolution. Explained branching strategy with main, integration, and individual branches. However, admitted not knowing syntax for reverting commits and showed gaps in advanced Git operations and best practices.

**Skill: Version Control (Git)**

**Q:** Simple Python programming task was given to write a basic program.

**A:** Candidate attempted to write a horoscope program but struggled with keyboard/technical setup. Showed basic Python syntax understanding but couldn't complete a comprehensive coding demonstration.

**Skill: Coding Test**

**Q:** Questions covered types of manual testing, smoke vs sanity testing, handling critical bugs in late process, managing multiple defects in same module, test execution delays, and regression vs retesting differences.

**A:** Candidate demonstrated basic understanding of manual testing concepts. Correctly identified functional, non-functional, regression, and performance testing types. Provided adequate explanations for smoke vs sanity testing and regression vs retesting. Showed practical approach to handling critical bugs and test delays. However, responses lacked depth in advanced testing methodologies and detailed processes expected from senior level.

**Skill: Manual Testing**

**Q:** Questions covered API contract testing, running Postman collections in CI, handling slow API responses, managing expired authentication tokens, and dealing with 500 errors.

**A:** Candidate showed basic API testing knowledge using Postman. Could handle authentication token expiry and understood HTTP status codes like 500 errors. However, admitted unfamiliarity with API contract testing and running collections in CI/CD pipelines, which are crucial for senior roles.

**Skill: API Testing (Postman)**

**Q:** Questions covered automation test report generation, Python test frameworks comparison, handling UI test failures due to timing issues, managing frequently changing element locators, and cross-browser compatibility issues.

**A:** Candidate has recent experience with Playwright and Python, showing understanding of timing issues and element locator strategies. Could compare Selenium vs Playwright frameworks. However, limited experience overall and couldn't address cross-browser compatibility issues effectively.

**Skill: Test Automation (Playwright + Python)**

**Q:** Direct question about Kafka knowledge was asked.

**A:** Candidate explicitly stated no knowledge of Kafka messaging system.

**Skill: Kafka**

