



## Candidate

**ADARSH V** (adarshpvcareers@gmail.com)

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 was **selected** based on his strong performance and relevant skill set for the role. He has good knowledge in Manual Testing, demonstrating a solid understanding of test processes and defect lifecycle. He showed good proficiency in Git and Version Control, along with practical usage experience. His skills in SQL are basic, but he demonstrated the ability to learn and improve. He has good knowledge in Jira and API Testing using Postman, reflecting hands-on exposure. His experience with Test Automation using Playwright and Python is strong, along with a good understanding of industry-standard testing processes and test strategy. He also demonstrated good coding ability during the coding test. His knowledge in Performance Testing is moderate, with room to deepen expertise. He has basic familiarity with Finance domain understanding and CI/CD pipelines, while currently having no experience with Kafka. Overall, he shows strong potential and capability to grow further in the role.

## JD Skills Feedback

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

SQL 

Have basic knowledge in SQL

ADO, Jira, Zephyr 

Have good knowledge in ADO, Jira

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

Kafka 

Have no knowledge in Kafka

Finance Domain 

Understanding

Have basic knowledge in Finance Domain Understanding

CI/CD 

Have basic knowledge in CI/CD

Performance Testing 

(Jmeter)

Have basic knowledge in Performance Testing

Coding Test 

Have good knowledge in Coding

## Coding Assessment(s)

### Problem #1

#### Code

Language: JavaScript

```
//palindrome  
  
let str = "121";  
let rev = str.split('').reverse().join('');  
console.log(str === rev);
```

#### Output

Status: Accepted

Execution Time: 1.039 seconds

Std Out

true

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**Rating**

Competent  | Reject 65% Match with JD - 2102-Senior Engineer QA- Binnu Maria Baby

**Overall Feedback**

The candidate demonstrates 5 years of testing experience with some relevant skills but falls short of senior-level expectations in several critical areas. While they show practical experience with manual testing, Azure DevOps, and some automation tools, there are significant gaps in mandatory skills like SQL and the specific Python + Playwright combination required. Their communication was hindered by audio issues throughout the interview, making it difficult to assess their full capabilities. The candidate's domain knowledge in banking is limited despite current work in the investment sector. Their understanding of testing concepts is more operational than strategic, lacking the depth expected for a senior role. The absence of SQL skills is particularly concerning given it's mandatory for banking domain testing. However, they do show practical experience with CI/CD pipelines, defect management, and multi-environment testing strategies. Their automation experience, while not matching the exact tech stack required, demonstrates relevant foundational knowledge. The candidate appears to be more suited for a mid-level position rather than a senior role, but shows potential for growth with proper mentoring and skill development.

**Communication Score:** 

**Skills Feedback**

**Performance Testing**   
(Jmeter)

Basic theoretical knowledge of performance testing types (load, stress, spike testing) but explanations were superficial. No mention of JMeter specifically, and the understanding shown was more conceptual than practical. For a senior role, hands-on experience and deeper knowledge would be expected.

**Version Control (Git)** 

Demonstrated basic Git knowledge including pull vs fetch concepts and branch management strategies. However, when asked about recovering accidentally deleted branches, the candidate admitted no experience. For a senior role, more advanced Git operations knowledge and troubleshooting experience would be expected.

**Coding Test** 

Successfully wrote a basic palindrome check program in JavaScript. The solution was functional but very basic. For a senior automation role, more sophisticated programming skills and problem-solving approaches would be expected.

**SQL**

Candidate explicitly stated lack of SQL experience and only demonstrated very basic theoretical knowledge of joins when pressed. For a mandatory skill in a senior banking domain role, this is a significant gap. The minimal knowledge shown is insufficient for the role requirements.

**Manual Testing**

Candidate demonstrated basic understanding of manual testing types including smoke, sanity, regression, and exploratory testing. However, explanations lacked depth and precision. The distinction between smoke and sanity testing was somewhat unclear and incomplete. For a 4-10 year experienced candidate, more comprehensive knowledge of test design techniques and advanced manual testing concepts was expected.

**ADO, Jira, Zephyr**

Good practical experience with Azure DevOps (boards, pipelines, repositories) and Jira for defect tracking and sprint management. Explained CI/CD pipeline integration and test execution reporting adequately. However, no mention of Zephyr experience, and some explanations could have been more detailed for a senior level position.

**API Testing (Postman)**

Basic understanding of API authentication using tokens and status codes (200, 405). However, the candidate's responses were shallow and lacked comprehensive knowledge of API testing strategies, different authentication methods, comprehensive validation techniques, and advanced Postman features expected from a senior candidate.

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

Candidate has experience with Playwright but only with JavaScript, not Python as required by the job description. While they mentioned Playwright's advantages like built-in features, parallel execution, and reporting, they lack the specific Python + Playwright combination that is mandatory for this role. Knowledge was superficial for the experience level expected.

**Test Strategy**

Demonstrated understanding of multi-environment testing strategy (QA, UAT, Production) and defect management processes. Showed knowledge of shift-left testing concepts. However, lacked comprehensive strategic thinking about test planning, risk assessment, and quality metrics that would be expected from a senior candidate.

**Finance Domain  
Understanding**

Currently working in banking/investment domain and provided some context about South African investment products. However, the domain knowledge shared was limited and lacked depth in banking processes, regulations, compliance standards, and risk management concepts crucial for a senior banking QA role.



Demonstrated practical experience with Azure pipelines, agent pools, and automated test execution. Understood concepts of continuous integration and deployment. However, explanations lacked depth in advanced CI/CD concepts, pipeline optimization, and comprehensive DevOps practices expected at senior level.

### Summary of Questions and Answers

- Q:** Questions about CI/CD pipeline failures, rollback procedures, and continuous integration vs deployment concepts.
- A:** Showed understanding of CI/CD concepts, pipeline troubleshooting using logs and reports, and production incident handling. Explained the difference between continuous integration and deployment. However, lacked depth in advanced DevOps practices, infrastructure as code, or sophisticated deployment strategies.

### Skill: CI/CD

- Q:** Questions about performance testing types, load vs stress vs spike testing, and memory leak detection.
- A:** Identified basic performance testing types (load, stress, spike). Explained spike testing as sudden load increases and stress testing as sustained high load. However, couldn't address memory leak detection and lacked depth in performance testing methodologies, tools usage, and analysis techniques.

### Skill: Performance Testing (Jmeter)

- Q:** Simple JavaScript palindrome check program requested at end of interview.
- A:** Successfully wrote a basic JavaScript function to check palindromes using string reversal and comparison. Code was functional and demonstrated basic programming logic and JavaScript syntax knowledge.

### Skill: Coding Test

- Q:** Basic question about SQL joins types.
- A:** Candidate admitted limited SQL experience but provided basic understanding of join types (inner, left, right, outer). Explanation was very superficial and lacked practical application knowledge or complex query understanding.

### Skill: SQL

- Q:** Questions about git pull vs fetch, managing multiple branches, handling deleted branches, and merge conflict prevention.
- A:** Explained basic git operations and branch management strategies. Understood difference between pull and fetch, mentioned independent branch development to avoid conflicts. However, couldn't answer the deleted branch recovery question and lacked knowledge of advanced git concepts like rebasing, cherry-picking, or complex merge strategies.

### Skill: GIT

- Q:** Questions about smoke vs sanity testing, handling major defects late in test cycle, testing across multiple environments, and various manual testing types.
- A:** Candidate demonstrated good understanding of basic testing concepts like smoke, sanity, and exploratory testing. Explained smoke testing as basic flow validation and sanity as feature-specific testing. Showed practical knowledge of defect escalation processes and multi-environment testing (QA→UAT→PROD). However, explanations lacked depth in test design

principles, risk-based testing, and comprehensive test strategy approaches expected from senior level.

### Skill: Manual Testing

**Q:** Questions about Azure DevOps components, managing multiple teams in pipelines, and CI/CD troubleshooting.

**A:** Demonstrated practical experience with Azure Boards, Pipelines, and Repositories. Explained ticket management, CI/CD setup with agent pools, and scheduling regression tests. Addressed team coordination and pipeline conflicts. Showed understanding of artifact management and reporting integration. Good practical knowledge for the experience level.

### Skill: ADO, Jira, Zephyr

**Q:** Questions about API authentication validation, handling response format changes, and API testing strategies.

**A:** Showed basic API testing knowledge including authentication flows using tokens, status code validation (200, 405), and handling response format changes. Mentioned coordination with developers and swagger documentation usage. However, responses lacked depth in advanced API testing concepts like contract testing, schema validation, or comprehensive API security testing.

### Skill: API Testing (Postman)

**Q:** Questions about framework development, Playwright vs Selenium comparison, handling parallel test failures, UI timing issues, and test maintenance.

**A:** Candidate has hands-on experience with Selenium Java and Playwright JavaScript. Correctly identified Playwright advantages (built-in features, reporting, parallel execution). Addressed parallel test failures mentioning rate limiting and system resources. For UI timing issues, mentioned wait strategies like network idle state. However, didn't demonstrate deep framework architecture knowledge or advanced automation patterns.

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

**Q:** Brief question about Kafka knowledge in finance domain context.

**A:** Candidate acknowledged the question but didn't provide substantial response about Kafka. No demonstration of message streaming, event-driven architecture, or Kafka's role in financial systems.

### Skill: Kafka

**Q:** Questions about test strategy development, risk assessment, and quality metrics.

**A:** Responses were embedded within other answers but showed basic understanding of test planning and execution strategies. Mentioned prioritization of production defects and coordination with stakeholders. However, didn't demonstrate comprehensive test strategy development, risk-based testing approaches, or quality metrics definition.

### Skill: Test Strategy

**Q:** Questions about shift-left testing, regression vs retesting, handling requirement changes, and test strategy approaches.

**A:** Explained shift-left testing as early API testing before UI availability. Distinguished between regression (ensuring existing features work) and retesting (validating specific fixes). Showed understanding of agile requirement changes and sprint management. However, lacked comprehensive test strategy formulation and advanced process optimization knowledge.

### Skill: Industry Standard Testing Process

**Q:** Questions about current banking project, investment domain understanding, and financial processes.

**A:** Currently working on South African investment banking project involving retirement savings and withdrawal policies. Demonstrated understanding of investment processes, withdrawal restrictions, and regulatory compliance (30% withdrawal after 6-7 years, full withdrawal at retirement). Good domain-specific knowledge for current project.

**Skill:** [Finance Domain Understanding](#)

