

Assignment – Senior MERN + AI Developer (Remote, India)

Section 1: Mindset and Approach (Structured Document)

Please submit your responses in a clearly structured document (maximum three pages). The purpose is to understand your working style, priorities, and mindset toward long-term product building.

1. Commitment and Growth

1. If you joined as one of the first engineers in our India team, what would help you feel truly committed to this journey?
2. You will start mostly on your own at first. How do you feel about building the first version largely independently, and what would you need from us to make that work well?
3. As the team grows, how would you help shape the culture and onboard new engineers?
4. When things get uncertain or slow, what keeps you steady and motivated?
5. Why does this specific opportunity excite you — to build Lingocare Tech from scratch and grow it together with us over the next 3–5 years?

2. Your 90-Day Plan

Outline a practical 90-day roadmap for building the MVP with our existing team.

- Define monthly milestones (Month 1 to 3)
- Outline weekly focus areas for each phase

3. Approach and Priorities

- How would you assess requirements, align with UX, and translate user needs into technical tasks?
- What would you prioritise in Month 1 to gain fast momentum?
- How would you ensure quality, simplicity, and speed throughout development?

4. Collaboration and Communication

- How would you coordinate and communicate effectively within a distributed team?
- What do you expect from us as the founding team to perform at your best?
- How would you report progress, highlight blockers, and communicate next steps?

Section 2: Technical Task (Two-Day Challenge)

Objective

Develop a small AI-enabled Resume Recommender Web Application using the MERN stack. The goal is to evaluate your coding style, architecture design, and ability to integrate AI in a practical, structured manner.

Core Requirements

1. **Frontend (React)**
 - Enable upload of multiple resumes and a job description.
 - Display ranked results in a simple, functional dashboard interface.
2. **Backend (Node.js + Express)**
 - Handle secure file uploads (using tools such as Multer).
 - Extract and clean text content from PDF files.
 - Process and send content to the AI model for scoring.
3. **Database (MongoDB)**
 - Store upload sessions and corresponding ranking results.
4. **AI Logic**
 - Use sentence embeddings (e.g., OpenAI, HuggingFace, or equivalent) to compute semantic similarity between resumes and the job description.
 - Rank resumes by similarity score.
 - *(Optional Bonus)* Extract top matching keywords from each resume.

Timeline

Two days from the date of receiving this email.

The emphasis is on clarity of thought, structure, and problem-solving—not on perfection.

AI Usage

You are encouraged to use AI tools wherever they can support your workflow. However, we want to see your personal touch, logical structuring, and ability to apply human judgment where AI alone cannot.

Your originality, clarity, and technical craftsmanship will distinguish you from other candidates.

Submission Format

Please submit the following:

1. A single PDF document containing your responses to Section 1.
2. A live website or a short video (1–2 minutes) demonstrating your application and workflow.