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100B Jobs

The situation

You just raised a $100M seed round for your amazing new startup, and it's time to lock in. Right now, you're only a team of one.

You need to start hiring the best people immediately if you want to have a chance to win the market and make your investors happy.

Luckily, **hundreds of people** have already applied to a random linkedln job post you made. The data isn't particularly good, but regardless they are eagerly waiting to hear back from you.

📁   form-submissions.json

Your task

Create a full-stack app to help you figure out who to hire. Other than the form submissions data above, you'll be starting completely from scratch.

It's up to you to decide what features and functionalities to build, as well as how you use the data. Ultimately, you will demo using your app to **choose a diverse team of 5 people to hire and communicate why they were chosen.**

You have **1hr 45m** to ideate, implement, and demo your app. Good luck!

> 💡 **Important:**
> 1. Please record a 5 minute demo and email it to <u>danielhe@mercor.com</u>
> 2. Share your entire screen in the interview

What we're looking for

We expect a reasonable implementation and a baseline level of functionality. However feel free to prioritize one or multiple of the criteria below to best demonstrate your strengths. The following are listed in no particular order:

- **Which people 5 did you hire?**
  - Candidates are not created equally—there are definitely better / worse profiles
  - Why were these candidates chosen?
- **How intuitive is your app UX?**

Other things we'll look for:

1. **Engineering excellence**
   - How well does your application work, both externally (UX & output) and internally (code quality, architecture, etc)?
2. **Creative thinking**
   - There are many ways to solve this problem, we'd love to see your solution
3. **Thought process**
   - Please verbalize your thoughts when possible, we'd like to get a feel for how you solve problems

FAQs

▼ Do I need to use any specific FE frameworks, DBs, or packages?

No, use whatever you'd like

▼ Do I need to deploy my application or is it OK to demo it locally?

Local is best. Don't waste time deploying this.

▼ I'm not that experienced in either FE or BE, will that affect my application?

Everyone has strengths and weaknesses, we will evaluate you holistically. Prioritize getting a working version where you are weaker and demonstrate your strengths elsewhere