Tell me about yourself:

介绍一个你最喜欢的项目？介绍下简历？介绍下自己？

有没有看职位要求？说说职位要求要找什么人？你是这样的人么？介绍一个你最符合这个职位要求的项目，最后强调你是good fit

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My name is Enda Peng, I graduated from Boston University, major in Computer Science. I’ve been working at Two Sigma more than 3 years. I am in the team Modeling data Engineering, my team focus on onboarding external data to research and production environment. More specific, we build ETL libraries and pipeline targeting on large scale data ingestion and processing. I have great passion on solving technical challenges and enjoy the sense of achievement when my work brings benefit to my customers. That’s my motivation of applying the role here, I would expect to embrace bigger challenges and make larger impact at [company name]

你最大的缺点/失败？

翻译：你一个无伤大雅的小缺点/失败是什么？你从以前的哪个项目知道自己有这个缺点/失败？知道以后学到了什么教训？在后面哪个项目中吸取了这个教训，做了什么，取得了什么结果？

I think it is the courage to say NO, or say to be smart on pushing things back. As a junior in two sigma, I only have to work with my mentor, do whatever he assigns to me. But suddenly he was promoted to my team manager and I have to take over the entire project. I think most junior has similar experience, I’d like to show muscle to my customer and manager, I take whatever requests my customer has, but soon it results in a situation that I complain to my manager about overwhelming work, my customer complains about some key results were not delivered in time. That is a bad case.

The takeaway for me is that work is endless, my goal shoudn’t be getting everything done, it should be the maximum overall satisfaction, to optimize my time ROI (return over investment). I start to pay attention to our sync up meeting, try to understand each work’s value and the approximate time investment. Try to reach to an agreement before start and share it with stackholder. The situation is greatly improved, my customer knows the progress and priority so that they can plan their work, my manager knows my plan and difficulties and indeed I get less work and can be more focus.

你最大的优点？

翻译：我知道你很牛，你哪个特质最符合这个职位的要求，并且在最后强调你的某某优点让你是一个good fit for this position

I always keep refreshing my technical knowledge and I am eager to bring them to my team in order to increase our team’s productivity and our service reliability. In the past three years, I spend most of my time on cloud upgrade so that I get the chance to expose to most of the latest technologies. For example, oh feel free to interrupt me if you’d like to further discuss any of the projects, technologies I mentioned, in data-over-cloud project – the project which targets on combining TS private cloud with public cloud, I bring BigQuery, AWS S3 as alternative storage. In addition, kubernetes for computation-over-cloud and CI for general development cycle. Those effort cuts my team budget, increased our service reliability, computation capacity and reduce our support burden.

Compared with other fund or companies at financial industry, I think Two sigma is very friendly on embracing new technologies, but obviously can’t match tech companies. I’d be very happy to join a company which not only using but also have the chance to create those industry leading technologies.

为什么选我们这个公司？

翻译：公司的mission是什么？我的career goal和你们公司的mission完美契合；职位的要求是什么？我的背景和能力和这个职位的要求完美契合。最后强调你是good fit

[Facebook]: First, from the culture perspective, I like facebook’s culture, break things, move fast and make impact. Actually, I interviewed facebook three years ago but didn’t receive an offer, but your company principle inspires me a lot in the past three years. I am always doing the second and third point at two sigma except “break things”, that’s a terrible word at two sigma, our mission is keeping the money printer running forever, don’t break it. Just kidding, ok, so my principle and company culture is perfectly matched, I believe [company name] is the right one.

Second, it is the mission of company, I am looking for my next employer where my work will have impact over millions of people and bring them happiness. [describe some apps, services for this company], on Ins I feel happy when my post receives a lot of like, on Fb, I can easily find those people who share the same interest with me and I make a lot of friend by using fb.

Third, I know that facebook hires the best engineers, give each engineer respect and clear growth path. Fb is on my list if companies where I can be proud of telling my friends that I am working there.

队友/同事不干活/很难相处咋办？

-baidu 1point3acres  
翻译：你有没有经常和队友/同事主动沟通？你愿不愿意为了团队，帮队友/同事分担一些工作？能不能以非常职业的方式解决这个问题？

- maintain good personal relationship with colleagues

- communication, peer to peer, art, resort to manager

- quantitative method to support myself

Communication, communication and communication. The first communication is on the personal relationship level, I am very active on team building activities, like team out, happy hour, I believe keeping a good personal relationship with colleagues will benefit my work.

I often schedule a friendly in person coffee chat, try to figure out why you feel hard to get clone with this guy/his throughput is low. For example, you feel hard to get alone with a guy is shy and not talkative, that’s totally fine, next time when he meets any difficulties, just be pro-active to ask him whether he needs help or not.

The second is be mindful on any verbal communication, making friend is not my ultimate goal, my goal is to drive project success, so I would always make all of us clear about what we are going to do and what is the deadline.

I do meet a trouble case previously, once we had a new hire. I was assigned to coach his ramp up project. He discovered an unreasonable set up and I explained the legacy reason. I would like him to ignore it but he insists on fixing the issue completely. I was very patient at that time, I help him trace the issue back to the the code written by big boss on 2001 and tell him that the effort it too huge compared with the benefit. I think he would give up his idea after it, but he said he doesn’t like it and still wants to fix it.

I realized that if I keep the conversation going, we may miss the deadline of the project, I have to remind my manager of the potential risk at early stage and get more voice involved to help me. I wrote an email to our team senior tech lead and cc our manager, in the email, I fully acknowledge his solid work, then put our conversation in the thread and ask for input from them. I acknowledge his work because indeed his strict attitude deserves encouragement, but in practice I hope he can give up right now and catch project ddl, that’s why I resort to teach lead and manager for help.

介绍项目

Promote production python.This is my first cross team project with ambigious scope. I take it over from a senior guy and act as a driver though the entire project.

Let 's first introduce the background of thie project, we used to only support java as modeling language in production, that means even you did your research in python, you have to rewrite all the logic once you'd like to productionize your model. This is definitely inefficient and risky, errors could be introduced once you rewrite your code.

In this prohect, my manager just told me that hey Enda, we do want to support python right now because there is a rising trend that more people are using python instead of java and groovy. So the first challenge for me is to outline the scope of this project.

In order to understand what I should deliver for this project, I work closely with colleagues who are in research team, by watching their end-to-end research process, I notice that it is the difficulty on setting up production python environment that prevents most of our researchers embracing it.

Challenges:

- Conda world, there are so many different version of packages, engineers are suffering so many weird issues such as dependency conflict, extreme long importing time as so on.

- Precision concerns, python packages are updated so fast, how to guaranteen the computation behavior is backword compatible?

- Have to come out with a brand new development cycle, plus all the necessary tools if needed.