



Software developer job hunting tips

Tips and tricks from my experience and the internet

Iraklis Psaroudakis, 12/02/26, DevStaff.gr talk



About



Iraklis Psaroudakis is working remotely from Greece as a Principal Software Engineer at Elastic, focusing on the distributed scalability of Elasticsearch.

} Industry 4y

Previously, he was a Principal Member of Technical Staff at Oracle Labs in Zürich, Switzerland, concentrating on parallel and distributed programming, and graph-based analytical & machine learning workloads, especially in financial crime & compliance applications.

} R&D 6y

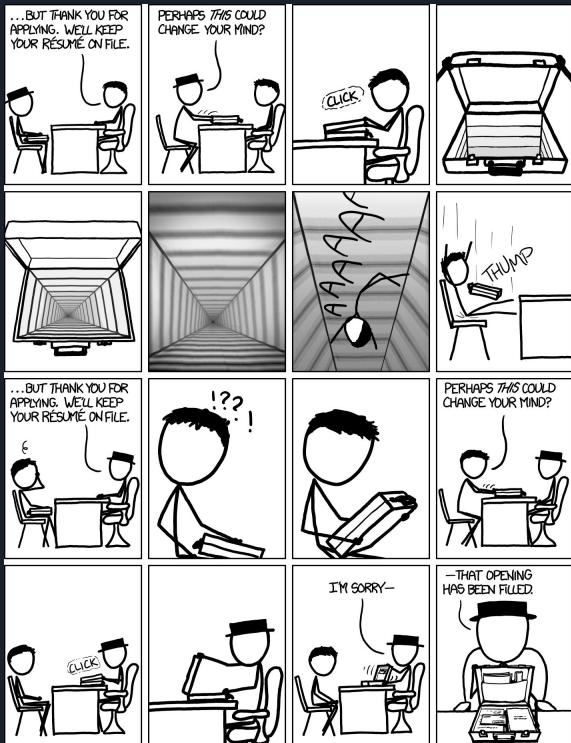
Prior to Oracle, he completed his Ph.D. at the DIAS lab of EPFL in Lausanne, focusing on scaling up highly concurrent analytical database workloads on multi-socket multi-core servers through (a) sharing data and work across concurrent queries, and (b) adaptive NUMA-aware data placement and task scheduling. During his Ph.D., he cooperated with the SAP HANA database team.

} Academia 6y

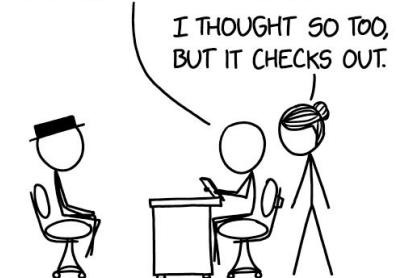
Before his Ph.D., he completed his studies in Electrical & Computer Engineering at NTUA in Athens.

} School 5y

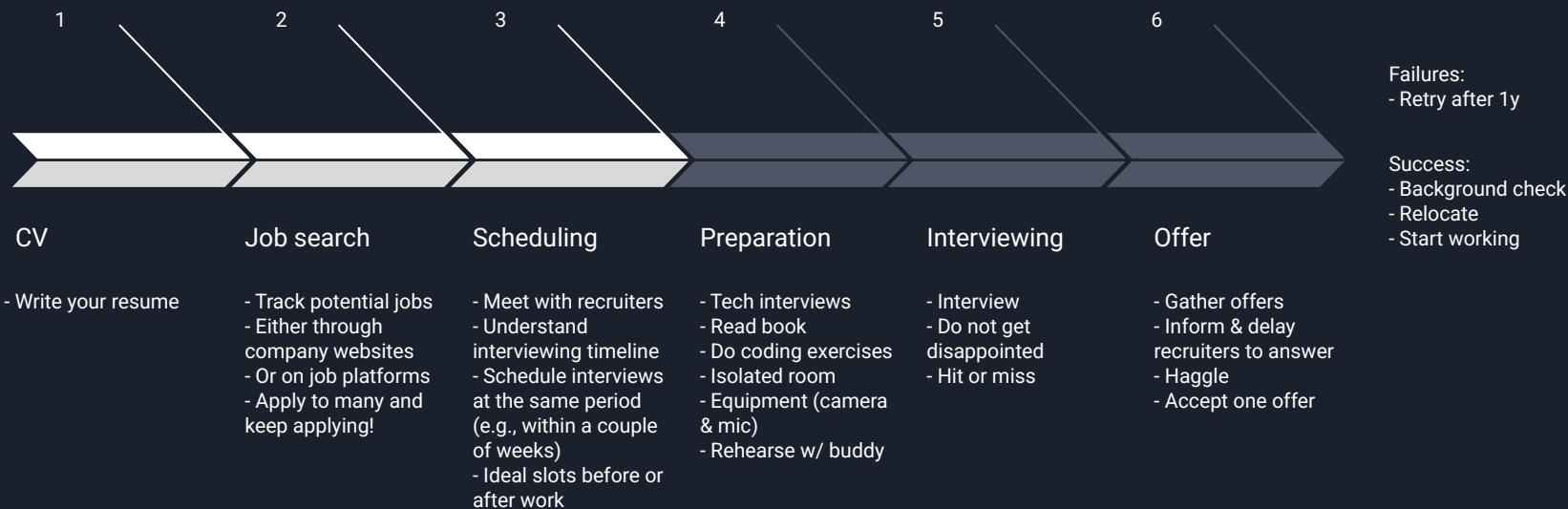
Job hunting



IMPRESSIVE RÉSUMÉ.
IT SAYS THAT YOU HAVE OVER SIX HUNDRED YEARS OF EXPERIENCE AT THE EMPLOYMENT RECORDS OFFICE? THAT CAN'T BE RIGHT.

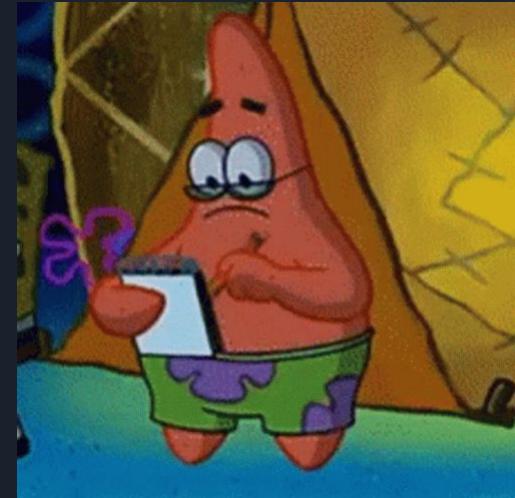


Timeline



Building your Curriculum Vitae (CV) / résumé

- Your own .pdf, or use template/builder (e.g., [Europass](#)).
- Objective paragraph: e.g., backend, IC or manager, etc.
- Use a professional email address.
- List work experience in reverse. With dates and duration.
- Afterwards, list education (unless you're in academia).
- Mention outcomes. Tailor bullet points and bold text.
 - Actions ("led", "increased", etc. by 50% or 3x in 2y)
- Use simple fonts & structure for potential automatic scans.
- Spell out acronyms.
- Highlight awards or achievements.
- Include both tech (hard) skills and workplace (soft) skills.
- Translate tech language to plain language.
 - Recruiters / hiring managers will ultimately read it.



My example

Contact

Objective

Be ready to justify gaps

GPA optional

Skills be level of experience

Open source

IRAKLIS PSAROUDAKIS, PH.D.

Postal address:
Zone:
Web:
E-mail:

Iraklio, Greece
(mobile)
<http://www.kinglers.com/>, <https://github.com/kinglers>
kinglers@gmail.com

Optional. Citizenship/Visa
important for jurisdictions



I am a technology enthusiast with a firm theoretical background and practical skills in software and web development. Interested in leading solutions for challenging topics in full stack system engineering, with a backend and analytics focus.

Work experience

06/2022 – now	Principal Software Engineer – Elastic, Greece (remote)
	Focusing on the distributed data storage, network, and indexing layer of the Elasticsearch search engine.
01/2017 – 05/2022	Principal Member of Technical Staff (since Aug. 2018) – Oracle Labs, Zürich, Switzerland
	Senior Member of Technical Staff (until Jul. 2018)
	▪ In the Parallel Graph Analytics (PGX) team. Distributed programming & OS/runtime.
	▪ Liaison to the Oracle Financial Services Crime & Compliance Studio product team, leading the integration of PGX, Oracle Labs Data Studio, and innovative machine learning solutions.
08/2012 – 12/2012	Software developer (Internship) – SAP S.E., Walldorf, Germany.
	C++ developer for the thread and task scheduling framework of the SAP HANA database.
11/2010 – 08/2011	Computer programmer and analyst (Private; not a regular job) – Greek army, Greece.
	Completed my national military obligations as a private in the body of information technology.
01/2009 – 06/2010	Software and web developer (Under student fellowship; not a regular job) – Institute for the Management of Information Systems (IMIS), Athens, Greece.

Education

09/2011 – 12/2016	École Polytechnique Fédérale de Lausanne (EPFL), Lausanne, Switzerland. Ph.D. Computer & Communication Sciences, Data-Intensive Applications (DIAS) lab. In co-op with the SAP HANA database team (Walldorf, Germany) during 01/2013-09/2016. Thesis: "Scaling Up Concurrent Analytical Workloads on Multi-Core Servers", supervised by Prof. Anastasia Ailamaki. Research areas: ▪ Sharing data and work across concurrent queries, to further improve performance by up to 2x. ▪ Adaptive NUMA-aware data and task placement, to speed main-memory column-stores by up to 4x.
	National Technical University of Athens (NTUA), School of Electrical & Computer Engineering, Athens, Greece. 5-Year Diploma (MSc equivalent). Major: computer science (information systems). GPA: 8.70/10.00. Ranking: inside 10% of the class. GPA of courses in major: 9.16/10.00.
	Core modules: algorithms, web & software engineering, databases, AI, microprocessors, electronics.
	Thesis: "Application of Object Relational Mapping on the environment for the management of webpages of courses of NTUA", supervised by Prof. Timos Sellis, while interning at IMIS.

06/2005 Private Senior School Paggkrito Ekipaideutirio, Heraklion, Greece. General degree 19.6/20.00.

Programming & IT skills

Excellent	Java for backend/services, web, and desktop development. Gradle.
	C/C++, gdb. Performance analysis with perf, Intel VTune Amplifier and PCM.
	DevOps & CI/CD: Jenkins, Docker, Kubernetes.
	Code & team management: BitBucket, git, Atlassian Confluence & Jira.
	SQL: DBMS: Microsoft SQL Server, MySQL, PostgreSQL, Oracle, SAP HANA.
	Web development: HTML, CSS, JavaScript.
	Linux, bash, vim. IntelliJ IDEA, Eclipse, Visual Studio, Elasticsearch.
Good	Cloud (AWS, GCP, Azure, OCI). Big Data (Hadoop, Hive, Spark).
	Machine Learning concepts and tools. Applications & integration: Python.
	LAMP (Linux, Apache, MySQL, PHP) for web development. AJAX, jQuery.
	C#, .NET framework, ASP.NET, MCTS certification: click here to validate (enter 857732 and MCPproven).

Selected public code contributions

Elasticssearch PR, 2023	"Unpromotables skip replication and peer recovery" #93210. Shards in the search tier of Stateless skip network recovery & replication so they ultimately sync from the indexing tier through the object store.
Elasticssearch PR, 2023	"New TransportBroadcastUnpromotableAction action" #93600. Infrastructure to effortlessly send actions to the search shards in Stateless, e.g., for refreshing indices.
Elasticssearch PR, 2022	"Introduce max_headroom for disk watermark stages" #88639. Mitigates the issue with very large disk having a lot of unused space due to ratio-based watermarks, by introducing absolute-based headrooms.

2 pages max

Selected publications and conferences

Devoxx Greece, 2023	I. Psaroudakis. "Finding needles in ever increasing haystacks - Scalability with Elasticsearch". Public presentation around what makes Elasticsearch distributed, scalable, efficient and resilient.
USENIX ATC, 2021	V. Trigonakis, JI Lozi, T. Faltn, N. Roth, I. Psaroudakis, A. Delamarre, V. Hayrian, C. Iorgulescu, P. Koupy, J. Lee, et al. "aDFS: An Almost Depth-First-Search Distributed Graph-Querying System".
OPODIS, 2020	S. Firml, V. Trigonakis, JI Lozi, I. Psaroudakis, A. Weld, D. Chiadmi, S. Hong, H. Chafi. "CSR+: A Fast, Scalable, Update-Friendly Graph Data Structure".
EuroSys, 2018	I. Psaroudakis, S. Kaestle, M. Grimm, D. Goodman, J.-P. Lozi, T. Harris. "Analytics with smart arrays: adaptive and efficient language-independent data" (YouTube)
Book, 2017	A. Ailamaki, E. Liarou, P. Tözün, D. Porobic, I. Psaroudakis. "Databases on Modern Hardware: How to Stop Underutilization and Love Multicores". Book published by Morgan & Claypool.
VLDB, 2017	I. Psaroudakis, T. Scheuer, N. May, A. Selami, A. Ailamaki. "Adaptive NUMA-aware data placement and task scheduling for analytical workloads in main-memory column-stores".
TPCTC, 2014	I. Psaroudakis, F. Wolf, N. May, T. Neumann, A. Böhm, A. Ailamaki, K.-U. Sattler. "Scaling up Mixed Workloads: a Battle of Data Freshness, Flexibility, and Scheduling".
DaMoN, 2014	I. Psaroudakis, T. Kissinger, D. Porobic, T. Ilcsik, E. Liarou, P. Tözün, A. Ailamaki, W. Lehner. "Dynamic Fine-Grained Scheduling for Energy-Efficient Main-Memory Queries".
ADMS, 2013	I. Psaroudakis, T. Scheuer, N. May and A. Ailamaki. "Task Scheduling for Highly Concurrent Analytical and Transactional Main-Memory Workloads".
VLDB, 2013	I. Psaroudakis, M. Athanassoulis, and A. Ailamaki. "Sharing Data and Work Across Concurrent Analytical Queries".
PC member	SIGMOD 2021 & 2024 (industrial track), SIGMOD 2019 (research track), IEEE TPDS 2019

Selected patents

Assignee: Oracle	2023. I. Psaroudakis, G. Carocari, A. Ziani, M. Cepek. Address matching from single string to address matching score. US Patent Application 17733011.
	2023. M. Cepek, I. Psaroudakis, N. Benz. "Exploiting Graph Structure to Improve Results of Entity Resolution". U.S. Patent Application 2023004977.
	2021. A. Muncuyan, I. Psaroudakis, M. Cepek, R. Patra. "Name matching engine boosted by machine learning". U.S. Patent Application 16989306.
	2020. I. Psaroudakis, S. Kaestle, JD Goodman, J. Lozi, M. Grimm, TL Harris. "Language interoperable runtime adaptable data collections". U.S. Patent 10,803,087.
Assignee: SAP SE	2022. T. Scheuer, I. Psaroudakis, A. Selami, N. May, A. Ailamaki. "Adaptive table placement in NUMA architectures". U.S. Patent 11,275,721.
	2020. A. Ailamaki, T. Scheuer, I. Psaroudakis, N. May. "Task scheduling for highly concurrent analytical and transaction workloads". U.S. Patent 10,545,789.

Awards and distinctions

2019	1 st team award at UK's Financial Conduct Authority's 2019 AML & Financial Crime TechSprint
2015	Ranked 2 nd place in the ACM SIGMOD programming contest
2011	Fellowship award -- awarded by the EPFL IC Doctoral School to outstanding first year PhD students.
2010	Onassis Foundation Scholarship Recipient to attend the Onassis Science Lecture Series 2010
2007	Imagine Cup (global student competition by Microsoft) – IT Challenge – Ranked 10 th

Memberships

2023 – now	Devstaff.gr and Socrates-crete.org local communities – Organization team member
2014 – 2020	ACM (Association for Computing Machinery) member
2010 – now	Member of the Technical Chamber of Greece (TEE)
2007 – 2011	Microsoft Student Partner in Greece. Active participation with presentations, videos and training. For my presentations, please visit my personal website. Awarded with MSDN MVP

Personal skills

Languages	• English – Fluent (Proficiency by Cambridge). • French – Very good (DELF 2 nd Degré – A5/6). • German – Conversational (Goethe B1). • Greek – Native speaker.
Competences	• Social: Frequent cooperation with teammates for the successful completion of projects.
	• Problem-Solving: Worked on multiple projects which required extensive analysis and research.
	• Ability to multitask: Worked in more than one project at the same time with success.

Personal & soft skills

Any recognitions

Extracurricular stuff

Optional: website

Free hosting (e.g., GitHub pages)



kingherc.com Blog of Iraklis Psaroudakis



Iraklis Psaroudakis

Shows effort and skill

Social media, esp. LinkedIn



I am Iraklis Psaroudakis, a.k.a. "kingherc" on the Internet. I work remotely as a Principal Software Engineer at Elastic. I completed my Ph.D. in Computer Science, at the DIAS lab of EPFL. This is my personal website that serves as my blog and a way to express myself.

About me, contact, and CV

RSS feed

View my LinkedIn profile

View my GitHub profile

View citations on Google Scholar

View my Facebook profile

View my Instagram profile

View my Twitter profile

View my videos on Vimeo

Recent posts

Elasticsearch presentation at Devoxx Greece 2023

June 10, 2023

In May 2023 the first ever Devoxx Greece took place over 3 days, with 60+ speakers, 70+ sessions and 1000+ attendees, in the Athens Megaron International Con...

Welcome to my new website!

November 26, 2023

Welcome to my new personal website! This website will serve as my blog, an area to express myself and as a point of contact. You can find more about me, my w...

New book "Databases on Modern Hardware: How to Stop Underutilization and Love Multicores"

December 28, 2017

I am extremely happy that this year, me, and a few colleagues back from the DIAS lab of EPFL, published a new book pertaining to designing databases that can...

The end of a multi-year journey

December 4, 2016

Well, I finally did it and got my Ph.D. degree, I am extremely happy!

Second place in the ACM SIGMOD 2015 programming contest

August 3, 2015

Last spring was a really exciting period! Me (EPFL), and two more PhD students from the SAP HANA Database Campus team, Ismail Oukid (TU Dresden) and Ingo Mül...

About

Privacy policy



About

Who am I



Name is Iraklis Psaroudakis and I'm also known as "kingherc" on the Internet. It's a funny nickname I picked on as a kid for video games, and haven't changed it since! This is my personal website. It serves as my blog and a way to express myself. I hail from Greece. If you would like to know my formal background, here it follows.

Blog posts show tech knowledge

Quick background

Iraklis Psaroudakis is working remotely from Greece as a Principal Software Engineer at Elastic, focusing on the distributed scalability of Elasticsearch. Previously, he was a Principal Member of Technical Staff at Oracle Labs in Zürich, Switzerland, concentrating on parallel and distributed programming, and graph-based analytical & machine learning workloads, especially in financial crime & compliance applications. Prior to Oracle, he completed his Ph.D. at the DIAS lab of EPFL in Lausanne, focusing on scaling up highly concurrent analytical database workloads on multi-socket multi-core servers through (a) sharing data and work across concurrent queries, and (b) adaptive NUMA-aware data placement and task scheduling. During his Ph.D., he cooperated with the SAP HANA database team. Before his Ph.D., he completed his studies in Electrical & Computer Engineering at NTUA in Athens.

Contact me

You can contact me by writing an e-mail to the following address:

kingherc@gmail.com

Information & CV

- Résumé/CV (pdf)

Another way to find (redacted) CV



Job searching & applications

- Decide your requirements
 - Industry vs academia, role, level, salary expectations
- Where to search
 - Companies' job websites
 - Platforms (e.g., LinkedIn, kariera.gr, DevStaff, etc.)
 - Best: referrals by colleagues
- Eligibility
 - Whether you can work at the jurisdiction
 - E.g., relocating to USA may require long visa processes
 - See job opening requirements, but not too strictly
- If in doubt, apply!
 - They'll ignore/reject if you're not a fit either way
 - Some consider using AI to apply to many jobs
- Cover letter ideal but optional
- Or, adapt CV (e.g., objective paragraph)
- In some cases, salary ranges & perks disclosed

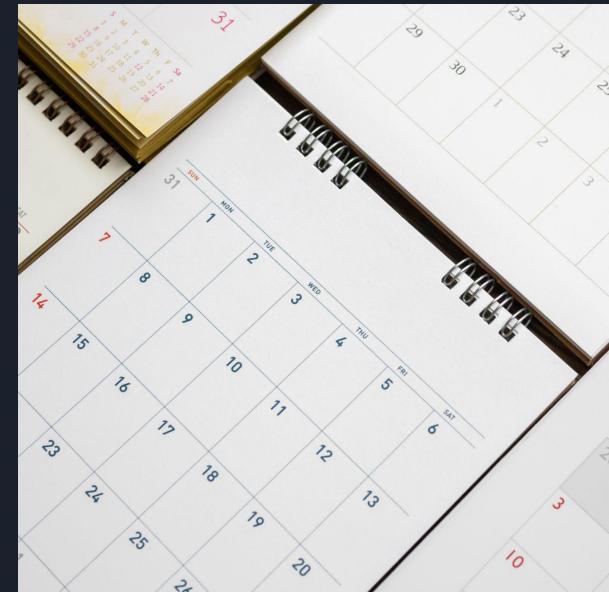
The screenshot shows the Elastic website's job search interface. At the top, there are navigation links for Products, Solutions, Why Elastic, Resources, Pricing, Docs, a search bar, and a 'Start free trial' button. Below the header, a large section titled 'Engineering Openings' is displayed. It includes a search bar for 'Search careers by role, location, or keyword' and filters for 'FILTER BY TEAM' and 'FILTER BY LOCATION'. A sub-section titled 'Engineering Jobs (63 results)' shows three job listings under the 'ENGINEERING' category:

- AI Research Scientist** (Distributed Locations: Spain, Germany, Greece, Ireland, Portugal, 2 more locations)
- AppEx - Execution and Connectors - Backend Engineer (Node.js)** (Distributed Locations: Spain, Greece, Hungary, Ireland, Norway, 4 more locations)
- AppEx - Response Ops - Principal Backend Engineer (Node.js)** (Distributed Locations: United States)

The screenshot shows a job application page for a 'Principal Software Developer I - Distributed Systems' position at Elastic. At the top, there is a 'Apply Now' button. Below it, a paragraph describes Elastic as a Search AI Company that helps organizations find answers in real time using their data. The 'What is The Role:' section is currently active, showing a brief description of the role. Other sections include 'What You Will Be Doing:', 'What You Bring:', 'Bonus Points:', and 'Additional Information - We Take Care of Our People:'. Each section has its own 'Apply Now' button.

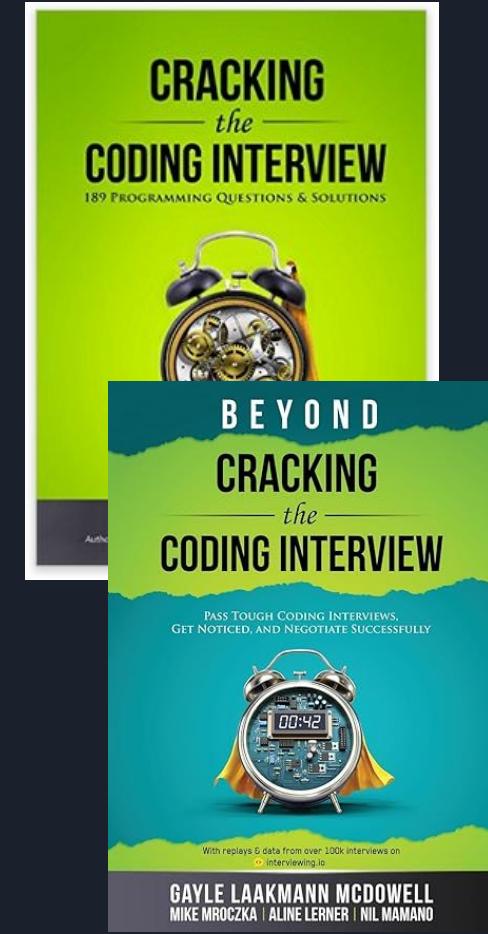
Scheduling

- Meet with recruiters.
 - Learn about the company, do you like it?
 - Inform your recruiter about other interviews, offers, deadlines
- Understand interviewing requirements (e.g., phases, time between phases), e.g.,:
 - 1 online puzzle coding
 - 1 coding
 - 1 personal/behavioral
 - 1 with hiring manager
- Schedule interviews at the same period
 - E.g., within a couple of weeks
 - Considering travelling if necessary
- Calendar & spreadsheets are your friends!
- Reschedule if possible but say it beforehand



Preparation

- Prepare isolated room, camera, mic, IDE for (live) coding
- Book: “Cracking the coding interview” (my personal opinion)
 - Revision of basic programming skills, data structures, time and space complexity, etc.
 - Do a few coding exercises from each section. Also leetcode.com.
 - Design questions (e.g., trade-offs of different data structures)
 - Behavioral questions (e.g., most difficult/rewarding experience, conflicts, teamwork, etc.)
 - Gets you into the interviews mentality
- Above is based on backend experience, adapt for other domains (front-end, test, etc.).
- Vibe coding (with AI) may be acceptable in some cases
 - Still, you must be able to explain the code and modify it
- Rehearse with a colleague on the whiteboard
- Be vocal, explain, and engage with the interviewer



Coding interviewing tips

- Discuss problem, assumptions and clarify details
- Start with a small example, and a naïve solution
- Discuss on improving the naïve solution (time, memory etc.)
- Agree on design/algorithim and starting coding
 - Discuss: which parts to code? Pseudocode or real code?
 - Discuss: corner cases, errors, misuse, scalability, etc.
- Code (on the whiteboard, or in a collaborative environment)
 - Discuss what you're doing aloud!
- Manual test/debugging with the small example or others
- Discuss if more optimizations are needed
 - If you think of any (spend a bit of time, but not too much)
- Keep the interaction alive
 - Let the interviewer lead you
 - Don't give up if you cannot find a solution!



Other type of questions

- Design questions (without coding)
 - Ask clarification questions and what exactly they want
 - Design on the whiteboard (components, categorize etc.)
 - Think about different data structures and trade-offs
- Behavioral questions
 - “Tell me about the time when...”
 - Gauge leadership ability & cultural fit
 - Take a minute to think, be honest, don’t ramble
 - Take a look at Amazon’s STAR system ([link](#))
 - Situation, Task, Action, Result
 - Think beforehand for examples of difficult situations, how you navigated them, and resolved conflicts/mistakes





Ask questions

- Talk about your work and ask about theirs
- Show interest in company, products, strategy, vision
 - What are the technical challenges and next steps?
- Ask about the place, the work- and life-style
 - How many people are there in the team?
 - Describe to me your usual work day...
 - Are there team-building events?
- Interaction with other teams in the company
- How easy is it to change teams in the company?
- If visa fails, do you have backup solutions?



Offer

- Offers typically consist of:
 - Base salary
 - Stock options or RSU
 - And: sign-off bonus, relocation, pension & health perks, PTO
- Prepare to discuss, compare, and negotiate!
 - Having other offers is great.
 - Search compensation beforehand, e.g., on Glassdoor, levels.fyi, surveys (e.g., [this](#) or [this](#)), or with colleagues.
 - Consider position level and location differences.
 - Start time may be flexible (up to 1y ahead).
 - At least 1 round of adjustments are expected.
- Do not be afraid to negotiate
 - They want you to be happy and not leave.





Conclusion

- Job hunting requires preparation and time
 - Build a good CV
 - Schedule interviews around the same time period
 - Try to interview to learn the process, even if you do not intend to change jobs.
- Prepare for live coding
 - Read books, code example, and rehearse with a friend
- Be honest! Ask questions.
- Negotiate offers!
- Make the most of every conversation and get to know people

Thank you!

Questions? www.kingherc.com