**Applicant Questionnaire: HR Skills Assessment**

You have been referred by a Microsoft employee through Microsoft’s Employee Referral Program. To enable us to accurately assess your qualifications, please complete the information requested in this questionnaire as completely as possible.

**General Information**

|  |  |
| --- | --- |
| Full Name: Zhao DAI | Email: daidodo@gmail.com |
| Phone: +86-15986679914 | What is your desired salary range? negotiable |
| Current Address (City/State):  Shenzhen, Guangdong, China  Are you legally authorized to work in the United States?  Yes  No | Will you now or in the future require sponsorship for an employment authorized visa status or other work authorization?  Yes  No  If yes, list any Visa that you currently have: B1/B2  When does it expire? Nov 12, 2014 |
| Please list the job codes of the positions to which you are applying: 894584, 905389, 876260, 906424, 900874, 900872  Please list any additional *types of positions* that you would be interested in: Backend C/C++ Software Engineer | |

**Introductory Questions**

1. Have you ever spoken with someone in Microsoft Staffing or a hiring manager in regards to a job opportunity? If so, who did you speak with? When did you speak to this contact? What was the outcome?

No.

1. Is there a specific product or group that you are interested in working with?

No.

1. Why are you interested in joining Microsoft?

Microsoft is the greatest company I have known. I’m very interested in joining Microsoft and making great products.

1. Most of the positions are located in Redmond, WA, but we have opportunities all around the world. Are you open to relocation?

Redmond  Domestic US  Internationally (Outside of the US)  Not Open to Relocation

1. Have you signed or are you obligated under any type of an agreement with your current or previous employer(s) such as a "non-disclosure/Non-compete"?

Yes  No

**Technical Skills**

1. What certifications do you have? (example – PHR, SPHR, PMP, etc.)

None.

**Past Experience/Current Job Information**

1. Describe your current or most recent company. What is the line of business/who are the customers?

I’m now a Senior Software Engineer in Tencent Inc. (00700.HK), which is the biggest social network and online gaming company in China.

1. What is your current position and describe the work you do? (example - the product you work on, generating candidates, size and type of group you support?)

Currently, I am a backend development team lead of Status and Communication. I am responsible for the design, implementation and maintenance of QQ Status Synchronization System, which is part of the QQ Status System, the heart of many Tencent businesses such as SNS, communication, games, etc. Currently this system holds up to 200 million users peak online around the world.

1. How many people are currently reporting to you? What about in past positions?

Now 5 engineers are reporting to me in a current project.

1. Level of interaction with Senior Leaders? (part of leadership team, presentations, pulling data, etc)

Presentation.

**Additional Information**

If you possess experience or expertise in any additional skills you would like us to consider, please list them here:

|  |  |  |
| --- | --- | --- |
| **Additional Skills** | **# of years of experience** | **Where you gained the experience** |
| C/C++ | 8 | Working experience |
| Multi-Threading and Network Programming | 8 | Working experience |
| Servers Architectures and Distributed Systems | 5 | Working experience |

**Thank you for your information**

*Your information will be reviewed by our team, and a Microsoft recruiter will contact you if your skills match our current needs.*