
A bit urgent - meeting to discuss screening questions

21 messages

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Mon, Jan 30, 2023 at 8:22 PM

Dear Mark,

I hope you are well and have started the new year peacefully.

Just a memory jog - I had written on 22/12/22 that:

###START QUOTE

I'm ... working on the screening questions :)

I'll send a draft before Christmas.

Are you available some day next week for a quick discussion?

###END QUOTE

Christmas was too close by, and the screening questions didn't materialize.

At this point, given time constraints, I'd like to see whether you're available this week for a discussion on the screening questions.

Another memory jog: these are the questions which SGA will use to select candidates whom I'll interview.

Should you give me some date and time, I'd do my best to accommodate your schedule.

Warm regards,

Etienne

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Ing. Etienne-Victor Depasquale

Assistant Lecturer

Department of Communications & Computer Engineering

Faculty of Information & Communication Technology

University of Malta

Web. <https://www.um.edu.mt/profile/etiennedepasquale>

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Thu, Feb 2, 2023 at 9:41 AM

Friendly, gentle and hopeful reminder.

Cheers.

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Fri, Feb 3, 2023 at 2:30 PM

Thanks, Etienne.

Yes, all going well so far. A little busy, but all good.

How are you?

Yes, sure - happy to have a chat. How is Tuesday next week?

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Fri, Feb 3, 2023 at 4:24 PM

Perfect :) - my only fixtures are between 5 and 7 pm.

Just let me know what time suits you and I'll send you a Google Meet invitation.

Warm regards,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Fri, Feb 3, 2023 at 4:28 PM

Which day of the week is better for you earlier in the day?

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Fri, Feb 3, 2023 at 4:31 PM

Just to be clear - on Tuesday, I can't make it between 5pm and 7pm, but any other time on Tuesday is fine.

Furthermore: next week, I'm only booked in the morning on Monday but am free on any other day's morning.

Cheers,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Fri, Feb 3, 2023 at 4:57 PM

Ah, perfect!

Let's do 9AM SAST, on Monday. I have 30 minutes I can squeeze - but let me know if you need more time. Thanks.

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Fri, Feb 3, 2023 at 5:45 PM

Got it :) ... that should be 8am CET.

30 minutes should be enough to lay the groundwork.

Cheers,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Fri, Feb 3, 2023 at 6:02 PM

Speak then. Thanks, and enjoy the weekend, Etienne.

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Fri, Feb 3, 2023 at 6:46 PM

Much of the same to you :)

Cheers,

Etienne

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Tue, Feb 7, 2023 at 1:43 PM

Dear Mark,

I had intended to summarize the emails today as
an introduction to the process of developing screening questions.

Seeing that force majeure intervened :) ,
I thought I'd make use of the breathing space
to send a written form of the summary before we meet tomorrow.

Warm regards,

Etienne

[Quoted text hidden]



Summary of developments.docx
33K

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Tue, Feb 7, 2023 at 1:53 PM

Thanks, Etienne. Good summary :-).

Say, did you and Philip manage to talk some more?

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Tue, Feb 7, 2023 at 4:52 PM

Thank you Mark :)

He hasn't found the time to comment meaningfully yet; incidentally, I've just pinged him two days ago.

Cheers,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Tue, Feb 7, 2023 at 7:46 PM

Thanks, Etienne.

That's probably because he's busy preparing to produce APRICOT 2023. I will also be heading to Manila for the same.

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>

Wed, Feb 8, 2023 at 11:57 AM

To: Mark Tinka <mark.tinka@seacom.com>

Thank you for your precious support this morning, Mark.

Before sending the text off to SG Analytics, would you take a look at it?

###START

Firstly, please let me communicate what I understand by "screening questions". These are the questions that will be used to select interviewees suited to a discussion about the results of the quantitative survey.

Basing on this understanding, I can articulate two criteria and therefrom derive questions.

Criterion: Role

I would like to hold discussions/interviews with persons who have intimate knowledge of (a) network planning and (b) network operations. I understand that these attributes are likely to be held by people in the following roles:

- (a) Network planning: Network engineers
- (b) Network operations: NOC (network operations centre) engineers and field engineers

Network engineers might also be known as:

- (1) "network design engineer"
- (2) "network planning engineer"

NOC engineers might also be known as:

- (1) "operations engineer"
- (2) "technical operations manager"
- (3) "headend engineer"

Field engineers might also be known as:

- (1) "network technician"
- (2) "network maintenance technician"
- (3) "maintenance technician"
- (4) "field technician"
- (5) "supervisor, field operations"
- (6) "supervisor, technical operations"
- (7) "communications technician"

In all cases, while the alternatives in the nomenclature are suitable as search terms, the candidate must be asked whether he/she considers him/herself to be a network engineer, NOC engineer, or field engineer respectively. This helps to ascertain the suitability of the candidate.

Criterion: Experience

I would like the respondent to be in possession of experience with both:

- (a) a small communications service providers (CSPs), as well as
- (b) a large CSP.

Work with a small CSP should assign breadth of vision, while work with a large CSP should assign depth of vision.

The order of employment does not matter.

The (ideal) candidate will have at least three years of experience with the small CSP and at least 3 with a large CSP.

###END

Warm regards,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>

Wed, Feb 8, 2023 at 2:20 PM

To: Etienne-Victor Depasquale <edepa@ieee.org>

Thanks, Etienne.

This summary captures it all nicely.

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>

Wed, Feb 8, 2023 at 4:14 PM

To: Mark Tinka <mark.tinka@seacom.com>

Thank you, Mark ... I take it that you agree with the alternative terms in the nomenclature?

I sourced roles from SCTE's new member list, and matched them to the roles we discussed this morning, to the best of my ability.

Warm regards,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Wed, Feb 8, 2023 at 4:50 PM

Thanks, Etienne.

Yes, the alternative terms are rather either personal or company-specific. In the end, the function of the role is well understood, especially by those in the role.

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Tue, Feb 14, 2023 at 4:44 PM

SGA answered today and I forwarded their reply separately.

They've observed two points, cited below.

###START

"Also, please let us know if you have any preferences in terms of regions or operator type for these 2 interviews and we will try to meet those.

Lastly, the experience criteria suggested in the below email will narrow the universe significantly thus, we can try to look for such profiles however, it will be difficult to commit if the criteria will be met"

###END

The experience I had asked for was for 3 years with a small CSP and 3 years with a large CSP.

With regard to both their observations, are there any points that you would recommend I reply with?

Cheers,

Etienne

[Quoted text hidden]

Mark Tinka <mark.tinka@seacom.com>
To: Etienne-Victor Depasquale <edepa@ieee.org>

Wed, Feb 15, 2023 at 5:39 AM

Thanks, Etienne.

I think Europe and North America are good enough. Most of the world will follow from those two regions.

IME, it is not hard to find profiles with the experience you require. 3 years is a very short period for most veterans :-). SGA should put their back into it.

Mark.

[Quoted text hidden]

Etienne-Victor Depasquale <edepa@ieee.org>
To: Mark Tinka <mark.tinka@seacom.com>

Wed, Feb 15, 2023 at 10:36 AM

| SGA should put their back into it.

I confess that I'm not convinced about their backs - but at least they have a good attitude :D

Thank you Mark!

Cheers,

Etienne

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