**Pre-Screen Questionnaire**

**Instructions:** Please provide responses to each question with as much detail as you can. I am not looking for long biography (1-2 statements per each will be fine, but the more detailed helps me tell your story). If you prefer not to disclose, please indicate below. If you prefer to discuss any of these questions over the phone, please let me know.

Candidate Name: \_\_\_**Elijah Weber**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Today’s Date: \_\_\_**06/04/2025**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Role: Staff, Software Engineer - Architect

Team: EBS- AEDT (Associate Experience Digital Transformation)

Recruiter: Steve Navarro

| **Question:** | **Candidate Response:** |
| --- | --- |
| 1. **Background** - Please briefly describe your current (or most recent) role and responsibilities (title, scope, etc.).  Please describe what environment(s) / industry vertical(s) you have worked in.  What is the largest company you have worked for? What space were they in. | My current company is BOK Financial (BOKF); a banking conglomerate that owns multiple regional banks across the Midwest. My role with BOKF is VP, Cloud Platform Architect. The title is a bit unique to the Financial Services industry – it is a Technical Vice President position which is probably most equivalent to a “Principal” engineer/architect in other companies. I am the sole architect responsible for design & delivery of all our cloud platform engineering capabilities.  I am currently spearheading the design and development of our enterprise Databricks data lakehouse. This includes designing and building POC ETL pipelines and analytical workloads to support critical use cases such as Loan Approval and Fraud Detection for our different business lines. I’ve worked closely with data engineers and business stakeholders to develop scalable notebooks and dataflows that integrate structured and unstructured data, enabling advanced analytics and machine learning capabilities across the bank.  Previously, at Perficient, I served as Technical Director or Application Modernization, where I led the development of the Sales and Estimation Tool, a full-stack enterprise application hosted on Microsoft Azure. The platform was built using React.js for the frontend, Express.js for the API layer, and a suite of Python-based microservices for backend processing. This was our first foray into Agentic AI and I got to build out our design patterns and architecture for the integration of Generative AI Agents using Azure OpenAI APIs, which enabled the automatic generation of project backlogs, sales estimates, and proposal documentation. The system also leveraged vectorized project metadata and used traditional machine learning models to recommend staffing plans and optimize project timelines using critical path and linear programming algorithms.  Across both roles, I’ve worked in financial services, consulting, manufacturing, and energy industries, and have consistently delivered high-impact digital transformation solutions at enterprise scale.  Before Perficient, I worked at ExxonMobil (the largest company in my career history), where I contributed to strategic IT/OT integration initiatives in both a System Architect and Product Owner capacity. |
| 1. **Qualifications** – The Enterprise Business Services Associate Experience Digital Transformation team develops tools and technology to support Walmart’s key stake holders including Associates (employees), vendors, and consultants manage their day-to-day lives and experiences.   We are seeking strong technical knowledge and expertise for our software engineering / architecture needs, that requires system design, intricate coding, and working with our software and data engineers and architects to devise and build robust digital solutions to address our needs.  This is a staff-level engineering / architect role where the successful hire must be able to lead, from a strategic level, visioning and road mapping of technology design and solutioning, engage with team members at different levels, and be able to work with stakeholders within and outside of this team to effectively develop our products. Please list your qualifications for this type of work. | I believe I bring a strong blend of technical leadership, technology architecture, and hands-on engineering. I have consistently found success in my career in the sweet spot of my soft skills (such as public speaking, clearly articulating my ideas and influencing decisions, and negotiating across teams) and my technical skills (development, system architecture, design, etc.).  I’ve have been fortunate to be a part of organizations where there was ample opportunity to step-up for high-responsibility roles and lead the full lifecycle development of enterprise tools. At ExxonMobil I was able to be part of their NextGen ITOT program, at Perficient I lead development of their Sales and Estimation platform, and here at BOKF I am currently leading our Cloud Transformation and Platform Engineering technology architecture roadmap.  I am very confident in my abililties and qualifications in:   * **Cloud Architecture**: Designing and implementing secure, scalable cloud environments in AWS and Azure. * **Software Engineering**: Leading development of full-stack applications using modern frameworks (React, Next.js, Node.js). Pitching-in in hands-on development, writing code to demonstrate core components of the system design or tackling tricky bugs or issues. * **AI/ML Integration**: Building ML models using PyTorch and AI agents using integrated OpenAI APIs for generative & RAG use-cases. * **DevOps & Automation**: Implementing GitOps pipelines using Terraform, Azure DevOps, GitHub Actions, & Gitlab. * **Leadership**: Directing cross-functional teams, mentoring engineers, and aligning technology with business goals. |
| 1. **Tech Stack** – This role is a Staff, Software Engineer role, where the successful hire will be experienced in relevant fullstack engineering technologies, big data, cloud computing and AI, ideally working at a scale comparable to Walmart’s.   Please list your proficiency level with any relevant technologies. While a complete inventory is not needed, please list those technologies you are most competent in.  If possible, please cite any specific major projects you have led or driven leveraging these technologies. | While not a complete list of all the technologies I have worked with, these are some of the ones I am most comfortable with and use on a regular basis.   I do pride myself on being able to upskill very quickly in almost any technology through my engineering background and dogged determination.  Cloud Platforms:   * Microsoft Azure * Amazon Web Services (AWS)   Software Architecture Patterns & Languages   * Python * JavaScript/Node.js * Typescript/Next.js * C# (.NET Core) * T-SQL * REST APIs * Microservices/Serverless * Architecture * SOA & Domain Driven Design Architecture   Monitoring and Logging:   * Cloud-native monitoring tools (AWS * CloudWatch, Azure Monitor) * DataDog, Dynatrace, & NewRelic * WIZ Cloud Security Posture Management   Infrastructure as Code (IaC):   * Terraform * Azure Resource Manager Templates * Ansible Tower (very minimal usage here – but I could upskill easily).   Data Warehousing/Analytics solutions:   * Databricks * Azure Synapse Analytics   DevSecOps & Automation:   * Azure DevOps, * GitLab * Github Actions |
| 1. **Reason for Looking** - Why consider other roles outside what you are doing today?  If you left from a role recently, what was your last working date (week and month are sufficient) | My wife and I are expecting a baby in August this year. After many years struggling with fertility issues, we are excited to be starting our family, and we would like to move to Arkansas to be closer to her family which lives in Rogers.   My current role with BOKF is quite strategic – it is a VP level position. So I would like 3-4 weeks of notification period so that I could be sure to give the maximum amount of time to hand over work items to an appropriate backfill. |
| 1. **Other Interviews** - Anyone else reached out to you about a job at Walmart? (in the last 6 mos.)  Interviewing with other companies?  If so, how far through the process are you?  Any other details? (size / types of companies, roles, etc.) | I am interviewing with one other company (New York Life) for a remote Architect position. We are only in exploratory conversations so far. |
| 1. **Right-to-Work Status** – Are you qualified to work for any employer in the United States?  Do you need any kind of support to move? (Transfer of existing foreign work visas, etc.)  **Please be as specific as possible. – US Citizen or Green Card Holder (Permanent Resident).**   **NOTES:**   1. **If you are on STEM OPT-EAD, please specify, as this will require Visa sponsorship in the future.** 2. **Needing foreign work authorization (Visa sponsorship) will NOT preclude you from consideration – however, all candidates needing support are subject to review by our Immigration team.** | I am a US Citizen and do not need any sort of authorization or sponsorship. |
| 1. **Timing to Move** – How much notice would you need before moving on?  Anything impacting a pending start? (PTO, wind-down of existing projects, etc.) | My wife is expecting a baby in late August – ideally I would like to move sometime in the early fall to give time for her recovery and not have to find a new hospital and Dr. |
| 1. **Salary Expectations** – What compensation are you looking for in that next career move?  Base salary, total earnings?   In leaving your current role, **any $ left on the table?** (unpaid bonuses, unvested stock, etc.) | My current salary is $200K/year base – with a target OTE of $230K-$250K through bonuses depending on company performance.  I would like to maintain that salary if possible. |
| 1. **Source** - How did you hear about this role?  Our careers site, LinkedIn, Glassdoor, Associate (employee) referral, other? | Internet search. |
| 1. **Location** – Our team is interested in hiring for **Bentonville, AR**.   **Please verify your willingness to working in / relocating to this location.**  Relocation support will be provided. | Yes! My family is actively looking for jobs in Arkansas to be closer to extended family. |
| 1. **Comments** – Any additional notes to share? | I am passionate about building impactful digital solutions that blend cloud, AI, and automation. I bring a unique combination of technical depth, leadership experience, and cross-industry perspective that I believe aligns well with Walmart’s mission and scale. I am very grateful for the opportunity to be considered for the position, and I hope that I can have a chance to demonstrate both my breadth and depth in various domains.   Thank you for the consideration! |