1. Tell me about yourself.
   1. I am someone who is drawn to challenges, which is what led me to pursue a career in math and become an Actuary.
   2. When I first started at my company, it was almost like a startup. My entire department was only 7 people. There was lots to do so I had to learn a lot of different things very quickly. Early on, there were a lot of repetitive tasks and manual processes that were eating up valuable time. I started picking up programming to automate a lot of my department’s tasks so that we can focus our resources on more analytical work.
   3. Over time, I learned to be a more effective programmer by learning design patterns and efficient data structures and algorithms.
   4. My love for tech and programming drew the attention of the manager for our data analytics team. He began an initiative to redesign and develop our pricing application in Java using the Spring Boot framework. He approached me and asked if I can help with the reprogramming effort. Now I put in some extra hours and split my time between Actuarial Analyses and developing software.
2. Why did you leave your last job?
   1. I am leaving because:
      1. I’ve reached a point in my career where I realize that my true passion lies in programming. Throughout the years, while building various applications and tools for my department, I discovered that programming brings me the greatest joy and fulfillment. As our pricing application is approaching its launch and my hybrid work arrangement is coming to an end, I have made the difficult decision to seek a new opportunity in engineering and fully immerse myself and develop my skills.
3. What are your strengths?
   1. A fast learner: I like to learn everything about everything. Probably why I have so many hobbies. Also how I know how to code. Picked it up quickly despite not having any courses or prior experience.
   2. One skill from clifton personality test showed Ideation: my mind is always looking for connections, try to connect seemingly disparate ideas with some obscure relationship.  
      Example: In first month of working, boss was trying to find a way to solve a complex problem involving piecewise bracketing functions. I noticed that the formula he had could be rewritten as a quadratic, and all quadratics had solutions. Eventually he used that idea to solve the problem.
4. What is your greatest weakness?
   1. One area I see myself in improving would be to better recognize when to leave something alone. There are times when I don’t understand something, I try to dig real deep into the subject to get at it. This leads me to go down other rabbit holes. Sometimes it’s difficult for me to say it’s enough for now and pick it up later.  
      Eventually, this might lead to me overthinking things and trying to plan for every scenario when in fact I don’t really need to.
5. Why should we hire you?
   1. I’m an enthusiastic hardworking person who’s open to all perspectives and ideas and embraces tech in everything.
6. Describe a challenging project you’ve worked on:
   1. Data cuts
      1. Before: it was super manual process of running batch jobs of rerating accounts through different models. Then slicing data to evaluate model’s performance and calibrate it. Problem was it was only a single source of data and was very judgmental.
      2. After: After a while, I noticed we had so much more information that could be joined to this data to give us better perspective. This included real claims data recorded granularly. Also included reserving data, pricing data, underwriting, all sorts of data; even used complicated onleveling/forecasting factors. I wrote a script in R to join and clean all these different datasets together and use it to estimate a more accurate loss ratio projection. Now we have a clean automated process to generate reports for executives allowing them to slice the data in any business segment they want.
   2. Territorial Analysis
7. Describe any mistakes you’ve made in the past and how you overcame them.
   1. Responded to request for change to remove a feature for a specific state. Was very complicated to remove cleanly, but I eventually did. About a year later, legal found that we were noncompliant and should not remove it. I had to reimplement it retroactively and merge across months of code. There was one case where I missed a calculation. It was not caught for a few months. Finally, later, I was debugging an account and saw it was missing that calculation. I took full responsibility and reached out to AVP of UW immediately to see how we can rectify it and whether we had to requote. Eventually it was decided that I should fix it retroactively, and we would requote only if it resulted in a credit for the customer.   
      Going forward, I made sure to properly document and save all backups in each stage of change.
8. Why do you want to work here?
   1. Doximity
      1. Great company: forward moving. From 10% to 80% of US physicians since 2011.
      2. Inclusion: Never seen pronunciation recording on an application before.
         1. Great company culture Diverse workforce -> people of all interesting backgrounds
         2. Glassdoor rating of 4.8/5 from ~100 reviews, 93% CEO approval
9. Describe your current job responsibilities.
   1. Maintain and implement new features in pricing program. Currently structured as around 40 excel files, tons of complex formulas, connected to each other. Underwriting UI sends a xml request and we feed it through our program, then output back as xml to UI and Database.
   2. Build analyses to support models in pricing program. Including but not limited to: OLFs, Territorial Analysis, Rural vs Urban study, Industry Groups study, Rates, GLM, LDFs, etc.
   3. Debug ETL process that transforms xml to data warehousing. SQL task for this is around 15k lines.
   4. I’m a subject matter expert for our pricing program so respond to any inquiries involving it. Also am assisting development team in porting over to Java. My duties are generally to help design, build test cases (JSON using Postman), design relational database tables for support, and others. Code is currently using SpringBoot. Used to be on AWS but recent decision made to bring to onprem.
   5. Help build and maintain existing Data pipelines written in R. These are generally querying an internal database, cleaning it, joining it to other tables or files or calculations, then creating a report for stakeholders to consume.
10. What is your management style?
    1. A manager should be like a mentor; someone who understands what it’s like to be in the other’s shoes. As such, someone who can relate and offer relative insight and guide employees to be the best. A great manager is great because they have a great team.
    2. I’m very hands on and would consider myself a working manager like those before me. Very easy to approach and talk about anything; comfortable knowing that they can relate and offer suggestions and work together with you.
11. Where do you see yourself in 5 years?
    1. Hoping to become a senior developer in that time frame. Perhaps lead and design new features. Become valued member of organization; research and contribute new ideas; constantly learning.
12. What motivates you?
    1. Learning new things and continually improving myself. Also strong Vietnamese coffee.

**My questions:**

1. Can you tell me more about this role? What sort of projects are worked on.
   1. From the application, it sounds like
2. I read that Doximity released Dialer Video in May 2020. Considering the shutdown barely happened around mid March 2020, how was this implemented so quickly? Was it an initiative from before the pandemic? Or all hands on deck type of thing?
3. Any plans to tap into Pharmaceuticals? Can ask about what medicines can be taken with what, etc.
4. In July 2020, it was announced about 100,000 physicians are using dialer video. Around how many are now?
5. Does the company have OKRs? What are the current goals the company is currently working on?
6. Is this a new role? Or will I be taking over for someone?
7. What learning and professional development opportunities are available to your employees? i.e. datacamp license, api keys, books.
8. What is performance review process like?
9. What’s your favorite part about working here?