

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Preliminary Screening** | | | | | | |
| **Candidate Name** |  | | | **Applying Position** | Software Engineer | |
| **Contact Number** |  | | | **Corresponding Email** |  | |
| **Checked by** |  | | | **Checking Date** |  | |
|  |  | | |  |  | |
|  | |  |  | | |  |
| 1. **Are you currently working?** | | | | | | |
|  | | | | | | |
| 1. **What is your availability to start if you are successful in the process?** | | | | | | |
|  | | | | | | |
| 1. **What was the reason for your current dismissal? Or if not, why do you want to leave your current company?** | | | | | | |
|  | | | | | | |
| 1. **What contract model do you have with your current employer? (PJ or CLT)** | | | | | | |
|  | | | | | | |
| 1. **What is your remuneration in your current company? Or in your last company?** | | | | | | |
|  | | | | | | |
| 1. **Where are you based?** | | | | | | |
|  | | | | | | |
| 1. **Have you ever worked from home? For how long?** | | | | | | |
|  | | | | | | |
| 1. **Any objections to spending one/two weeks full time in Botucatu for the integration (100% funded by the company)?** | | | | | | |
|  | | | | | | |
| 1. **Have you completed higher education? If so, in which area?** | | | | | | |
|  | | | | | | |
| 1. **On average, how long have you been working with Back-end programming?** | | | | | | |
|  | | | | | | |
| 1. **On average, how long have you worked as a Fullstack Developer?** | | | | | | |
|  | | | | | | |
| 1. **Level of English (Beginner, Intermediate, Advanced, Proficient)?** | | | | | | |
|  | | | | | | |
| 1. **What drew your attention to this position?** | | | | | | |
|  | | | | | | |
| 1. **Additional Info:** | | | | | | |
|  | | | | | | |

# **Skill Assessment Checklist**

**Mandatory Qualifications:**

1. Java Proficiency
   1. Demonstrated experience with Java programming language.
   2. Proficiency in Java 8 and familiarity with Spring Boot framework.
   3. Ability to develop high-quality, scalable Java applications.
2. Software Development Skills
   1. Understanding of design patterns and ability to implement thread-safe code.
   2. Experience with domain-driven design, Microservices patterns, and distributed architectures.
   3. Track record of building secure, high-performance software.
3. Web Technologies
   1. Familiarity with web technologies such as Spring Web and JSP.
   2. Proficiency in AngularJS (versions 1.5 & 5) or similar front-end frameworks.
4. Communication Skills
   1. Fluency in both English and Portuguese languages.
   2. Excellent professional communication skills for effective collaboration in a global team environment.
5. Additional Skills (Preferred)
   1. Experience with Continuous Integration and Continuous Delivery (CI/CD) principles.
   2. Familiarity or experience with cloud service providers such as AWS, Aliyun, or GCP.
6. Education and Experience
   1. Diploma/Certificate in Computer Science, Computer Engineering, or related field.
   2. Over 5 years of demonstrable experience in Java development.
7. Soft Skills
   1. Strong problem-solving skills and ability to troubleshoot issues effectively.
   2. Commitment to continuous learning and improvement.
   3. Ability to work collaboratively in an Agile environment, including participation in development cycles, code reviews, and backlog grooming.

**Desired Qualifications:**

1. Solid experience exhibiting a high mastery level in Angular V1.5 & V5 or other associated versions.
2. A track record of utilizing Continuous Integration and Continuous Delivery, demonstrating a deep understanding of these principles.
3. Exceptional professional communication skills that enable effective dialogue and collaboration.
4. Familiarity or experience with cloud service providers such as AWS, Aliyun, GCP.