

The background is a dark blue digital interface with a grid of binary code (0s and 1s). A hand is pointing its index finger at a glowing white cloud logo with the text 'aws' and the Amazon smile arrow. The cloud is surrounded by various glowing blue icons: a padlock, a globe, a Wi-Fi signal, a magnifying glass, an envelope, a shopping cart, and a classical building. Red laser lines connect the central cloud to these icons. The overall aesthetic is high-tech and futuristic.

INTERVIEW THOUGHTS

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Agenda

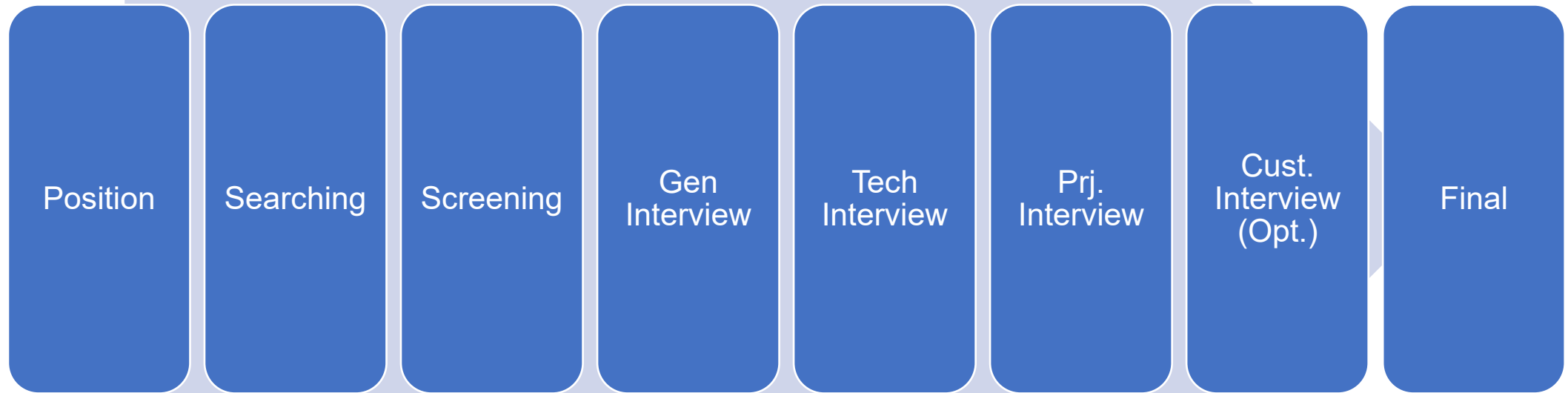
1. What is an interview and its advantages
2. Hiring process on a talent outsourcing company
3. Tech Interview Process
4. Cheating Detection
5. Soft Skills
6. Hard Skills
7. Current Trends

Interview

Sales process of your time and skills.
Progress, Motivation, and Potential elements.



Hiring Process



Interview Process



Preparation

- Preparation
- Interview itself
- Feedback

- Review CV
- Review opportunity
- Additional elements: GitHub, Articles.
- Previous feedback
- Plan level on outsourcing company: review min. hard skills
- Prepare tasks and time for interview

Interview

- Preparation
 - Interview itself
 - Feedback
- Introduce yourself and create warm atmosphere
 - Explain interview steps
 - Check : Candidate experience (CV)
 - Check: Technologies used
 - Check: Motivations
 - Review: Soft and Hard Skills
 - Review: Tech Questions/Code Tasks
 - Review: List of min. hard skills
 - Q & A
 - Explain the next steps

Interview

- Preparation
 - Interview itself
 - Feedback
- Fill internal forms
 - Be nice and constructive

General Skills

Record the session

Time-Bound Interview

Be clear with your expectations: Be nice!

- Prioritize required skills: level and opportunity
- Customize questions according the opportunity and expected level.
- Practical tasks to go depth and follow-up questions
- Limit questions.

Cheating Detection

Review candidate' history: experience on jobs.

Don't accuse. Your job is to inform, no to confront!

Try to finish the interview earlier in a polite way.

- Camera on always the time.
- Camera on face and show hands (silent keyboard).
- Eye contact
- Body language
- Hardware problems
- Connectivity issues

Soft Skills

Tell me a story about ____

Show me how to use ____ skills on your previous job or hobbies

How to apply

How to learn

A time, when you hope to have ____ skill, however you can't do it in that way.

- Adaptability
- Communication
- Critical Thinking
- Leadership
- Responsibility
- Stress management
- Problem-Solving

Tech Skills

Trending tools

Knowledge

Something that you are learn

- CV-based Questions
- Situational questions: Scenarios

- Tech Questions
- Practical Tasks
- Code Tasks

DevOps

Terraform

Python, Bash, Go, Powershell, UNIX shell scripting

Kubernetes, Helm(12), EKS(14), Docker

AWS (4), Azure (14), GCP (11),

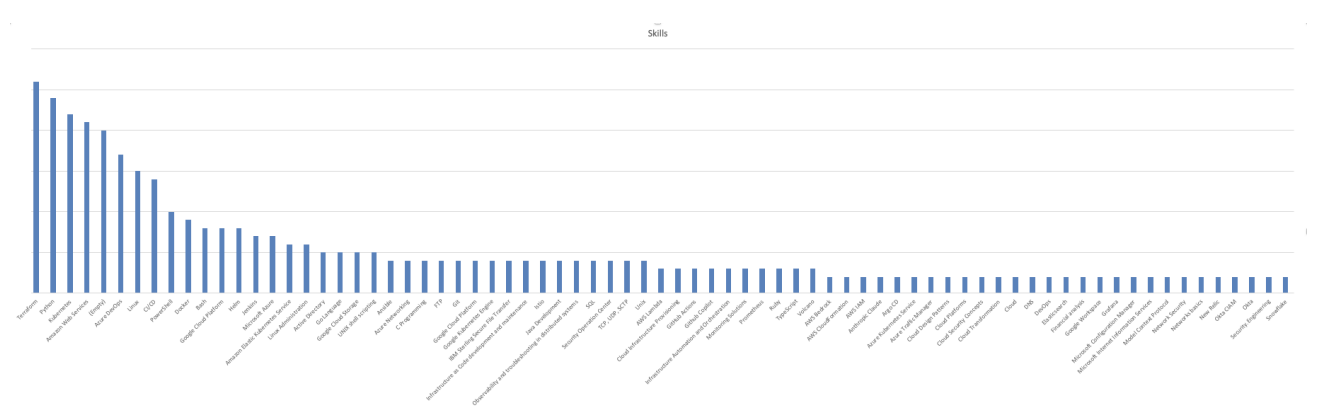
CI/CD (9), Azure DevOps (5), Jenkins (13),

Linux, Admin (16)

Active Directory

Ansible

C Programming



AWS

Terraform

Kubernetes

CI/CD

Python

AWS

	Grand Total	> Terraform	> Kubernetes	> Azure DevOps	> Python	> Amazon Web Services
Grand Total	46	18	17	14	13	12
> Microsoft Azure	10	4	5	9	1	
> DevOps	9	6	5	3	5	4
> Support.Infrastructure	7				1	
> Site Reliability Engineering	6	5	5	1	4	6
> Amazon Web Services	5	3	1	1	1	2
> Security.Operations	4				1	
> Google Cloud Platform	2		1			
> Security.Testing	2					
> Application Support	1					