**Estée Lauder Engineering Challenge**

We strive to be a pragmatic team. That extends to the way that we work with you to understand if this team is a fit for you. We want you to come away with a great understanding of the things we do daily and what it is like to work with us.

We don't believe that whiteboard coding with someone watching over your shoulder accurately reflects our day-to-day. Instead, we'd like to be able to discuss code that you have already written when we meet.  We also prefer that you bring your whole self and your most valuable skills to the exercise rather than us dictating what to do. There are three possible ways we’d like to approach this. Choose one of the following:

1. A project of your own that you are inordinately proud of and can’t wait to discuss. Send us a link to a repo (GitHub, Bitbucket, etc.) or send us a zip file with the code.
2. A substantial pull request on an open-source project. Send us that link!
3. The engineering challenge we’ve laid out below. Set it up in Github and either send us the link or a zip file.

We recognize that most people have done private or proprietary work, so the above options are our way to give you the opportunity to show us your best work, in a way that best suits your situation. Whichever option you choose, be ready to discuss and deep dive into the code you’ve written. We’d like to know what your process is as well as the skills you bring to bear.

We appreciate that completing this assignment is a time commitment for you, and we do not take anyone's time for granted. Throughout the recruitment process, we will be respectful of your time and commit to working quickly and efficiently. This will be the only technical assessment you'll be asked to do. The brief follow up conversations will be based on this assessment and your prior experiences.

We will spend several engineering hours giving this careful consideration as well as being available to help you find a fit.

**C. The Engineering Challenge**

Our world is rich in culture and beauty.  The good people at World Heritage Convention have assembled [a list](https://whc.unesco.org/en/list/) of World Heritage Sites which includes metadata about the sites. For example, [The 20th-Century Architecture of Frank Lloyd Wright](https://whc.unesco.org/en/list/1496) entry lists the locations of the famous architect's work.

Our team is global and multicultural. We value and invest in art, culture, and diversity in heritage. We also love to travel! You can imagine how excited we are to have such a complete set of data about landmarks around the world available to us.

Your assignment is to do something interesting with this data.  Do something that shows off your special tech skills and interests so that we can get to know you better.

This is a freeform assignment:

* You can write a web API that returns a set of locations.
* You can write a web frontend that visualizes the nearby sites.
* You can create a CLI that lets us get the names of all the music related sites.
* You can create a system that spits out a container with a placeholder webpage featuring the name of each location to help their marketing and educational efforts.
* etc.

You're not limited by these ideas at all, but hopefully those are enough help spark your own creativity!

We’ve attached a CSV of the latest data and there is an XML format [here](https://whc.unesco.org/en/list/xml/).

**Challenge Guidelines**

* **Time Box to 2-3hrs**: This is an assignment on which one spends two to three hours of focused coding. Do not feel that you need to spend extra time to make a good impression. Smaller amounts of high-quality code will let us have a much better conversation than large amounts of repetitive or boilerplate code.  Show us your coolest stuff.
* **Put Work on Github:** Think of this like an open-source project.
  + Create a repo on GitHub(your existing account or create a free one)
  + Use git for source control
  + Use a Readme file to document what you built for the newcomer to your project.
* **Production Ready:** We build systems engineered to run in production. Given this, please organize, design, test, and document your solution as if you were going to put it into production. We completely understand this might mean you can't do much in the time budget. *Prioritize production-readiness over features.*
* **Document Thought Process:** Think out loud in your documentation. Write out your tradeoffs, the thoughts behind your choices, or things you would do differently if you were able to spend more time on the project or do it a second time.
* **Build vs Buy:** Please highlight any packages, services, or generated code you choose to use instead of things you implemented yourself. Be ready to discuss how you chose to build versus "buy".
* **Language of Your Choice:** We have a variety of languages and frameworks that we use, but we don't expect you to know them ahead of time. For this assignment you can make whatever choices that let you express the best solution to the problem given your knowledge and favorite tools without any restriction. Please make sure to document how to get started with your solution in terms of setup so that we're able to run it.
* **Send Us Your Work:** Once this is functioning and documented to your liking, either:
  + send us a link to your public repo (preferred) or
  + compress the project directory, give the file a pithy name which includes your own name, and send the file to us.