

一开始hr聊天, 聊了聊周末

**Interviewer:** How was your weekend?

**You:** It was really nice, thanks! I went fishing because the weather was great, and sometimes I also like to drive out to a nearby lake just to take a walk and clear my mind. Being outdoors really helps me relax and recharge.

When I'm at home, I usually like to take it easy or go for a walk around the neighborhood. I also spend some time on self-learning — lately, I've been diving into AI Agent and LLM (Large Language Model), which keeps me motivated and growing.

介绍简历和过往经验和教育经历 (按照简历上履历,让我分别进行介绍 / 从大学本科心路历程开始问起 连本科的专业到研究生都得聊之前每一份工作经验和大学的内容都要稍微准备一下 )

### **Education:**

I completed my undergraduate degree in Electrical and Electronic Engineering at the University of Nottingham in the UK. At first, I was really fascinated by robotics and hardware because I thought building robots was super cool. But during my studies, I got more exposure to programming and software development, and I realized I really enjoyed creating software applications that people actually use to solve real problems. This shift motivated me to pursue a Master's degree in Software Engineering at Western University in Canada, where I deepened my skills in areas like data analytics, web technologies, databases, and machine learning.

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### **Work Experience:**

*Currently, I'm a Senior Software Engineer at RBC (Royal Bank of Canada) where I lead development of internal banking applications.*

I work mostly with React, Redux, TypeScript, Node.js, and Python FastAPI, deploying on OpenShift. I design scalable architectures to improve performance and ensure smooth integration with backend systems like SQL Server. I've also worked with Java Spring Boot, Redis, and GraphQL to build high-performance backend services, and I automated our CI/CD pipelines using GitHub Actions. I collaborate closely with cross-functional teams to ensure the systems we build are reliable, efficient, and meet business needs.

*Before that, I worked at Accuenergy, developing front-end applications using Vue and React with TypeScript, managing state with Vuex and Redux, and handling backend APIs with Python Django and AWS services. I also helped set up CI/CD pipelines with CircleCI for smooth testing and deployment.*

*Earlier, at Reachout Inc., I worked on Angular-based frontends with TypeScript and reactive programming using RxJS. On the backend, I built scalable serverless services with AWS Lambda, API Gateway, and managed hybrid databases using Aurora and DynamoDB.*

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**Projects:**

One project I'm proud of is a full-stack online shopping platform I built using the MERN stack (MongoDB, Express, React, Node.js). It included features like product management, order processing, payment integration (PayPal and credit cards), product reviews, and search. The front-end used React hooks and Bootstrap for styling. I hosted the project on Heroku and made the code available on GitHub.

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**Summary:**

Overall, my journey started with hardware but quickly shifted toward software because I enjoy building solutions that impact real users. My education and work experience have given me solid full-stack development skills, cloud deployment know-how, and experience collaborating across teams. I'm excited to keep growing technically and take on new challenges, which is why I'm very interested in opportunities like Shopify, where I can contribute and learn in a fast-paced, innovative environment.

**Why are you interested in Shopify ?**

I'm really interested in Shopify because I deeply respect its mission to empower entrepreneurs and help businesses of all sizes succeed globally. I find it inspiring how Shopify builds technology that enables so many merchants to grow and innovate.

From a technical perspective, I'm excited about Shopify's use of modern technologies and the opportunity to work on scalable, high-impact platforms. I believe this environment will challenge me and allow me to develop my skills further.

Additionally, I appreciate Shopify's culture of autonomy, inclusivity, and remote work flexibility, which aligns well with how I like to collaborate and grow professionally.

**Why did you choose your major ? / 为什么要进入到工程的领域**

I chose to study Electrical and Electronic Engineering for my undergraduate degree because I was fascinated by robotics and hardware — I thought building robots was really cool and exciting. However, during my studies, I got exposed to programming and software development. I realized that writing code to build applications that people actually use to solve real problems was even more interesting and rewarding to me.

This experience motivated me to pursue a Master's degree in Software Engineering, where I deepened my knowledge and skills in building software solutions. I enjoy the creativity and problem-solving aspects of software development, and how it can have a direct impact on

users. Engineering, for me, is a field where I can combine my technical background with my passion for innovation and continuous learning.

为什么选这份工作

I am drawn to Shopify because of its mission to empower entrepreneurs and its commitment to innovation and efficiency. I admire the company's focus on customer-centric solutions and its emphasis on trust and transparency within teams. Additionally, Tobi's leadership philosophy resonates with me, especially his long-term vision and emphasis on leveraging AI to drive progress. I believe my background in software engineering aligns well with Shopify's values, and I am excited about the opportunity to contribute to a company that is shaping the future of commerce

为什么想要换工作 / 期间针对离职原因也做了些提问

I've really enjoyed working with my current team and have learned a lot over the past few years. During this time, I've grown significantly as a Software Engineer—not only strengthening my technical skills but also improving my problem-solving abilities and collaborating effectively across teams.

At this stage in my career, I'm ready to take on new challenges that will allow me to deepen my expertise, broaden my tech stack, and take on greater responsibilities that have meaningful impact. I'm particularly excited about opportunities where I can contribute to a fast-paced environment, work on large-scale systems, and continue learning from experienced engineers.

I'm truly grateful for all the experience I've gained so far, and now I'm looking forward to the next step in my career.

介绍一下你的 **project** (你的**xx project**主要用的是什么技术, 我讲了一个技术框架, 打了个比方便于理解, 但是回答可能不完整, 不过这个她看起来比较满意)

One of my proudest achievements was leading the development of an internal banking application at my current company. We built it using React, Redux, TypeScript, Python, and OpenShift, with seamless SQL Server integration.

This was my first time leading such a large, cross-departmental project, which required coordinating multiple teams and stakeholders. I facilitated requirement clarification meetings, assigned tasks, and conducted risk assessments by proactively communicating with different departments about potential data and application risks.

From a technical perspective, I worked closely with QA engineers to identify and fix bugs quickly, and I solved critical issues to ensure we met our delivery timeline.

Successfully deploying the application was incredibly rewarding—not only because it improved internal operations for the bank, but also because it helped me grow my leadership, communication, and risk management skills. It was a valuable experience in delivering impact while navigating complex organizational structures.

**Go through** 最近的一次大的**project** 和哪些**team**的人如何合作的

Recently, I led the development of an internal banking app using React, Redux, TypeScript, Python, and OpenShift, integrated with SQL Server.

This project involved close collaboration with multiple teams. I worked with product managers to clarify requirements, backend engineers to align on APIs and data integration, and QA engineers to identify and fix bugs quickly. I also coordinated with security and risk teams to ensure compliance and manage potential risks.

Leading this cross-functional project helped me improve my leadership and communication skills, and successfully deploying the app was a rewarding experience that showed the value of teamwork.

有没有没有**manager support**的情况下完成的**project etc.**

Yes, I have completed projects without direct manager support, which taught me a lot about ownership and proactiveness. For example, in one internal tool project, the manager was unavailable due to other priorities, so I took the initiative to organize meetings with stakeholders to clarify requirements and set timelines.

I coordinated directly with developers, QA, and other departments, making sure progress stayed on track and risks were managed. This experience helped me develop stronger communication and leadership skills, and showed me the importance of taking ownership even when formal support is limited.

为什么要 **work hard**

I believe working hard is essential because it shows commitment and responsibility—not just to myself but also to my team and company. It's through hard work that I can continuously learn, improve my skills, and take on new challenges.

Moreover, working hard helps me achieve meaningful goals and create real impact, which motivates me every day. I also genuinely enjoy the process of solving problems and pushing myself to deliver quality results.

Ultimately, hard work is the foundation for both personal growth and contributing effectively to the success of the team.

### 你怎么决策的问题

When I need to make a decision, I start by clearly defining the problem and understanding the context. Then, I gather relevant information from data and stakeholders to get a full picture.

Next, I analyze the possible options, weighing their pros and cons, potential risks, and impact on the project or team. Based on this analysis and sometimes my intuition, I make a decision that best aligns with our goals.

After implementing the decision, I closely monitor the outcomes and stay flexible to make adjustments if needed.

For example, in a recent project, we faced a trade-off between speed and quality. I gathered input from developers and QA, analyzed the risks, and chose to prioritize quality to ensure long-term stability, which ultimately paid off.

### 工作上有过什么 **mistake** 的经历

Early in my career, I once underestimated the complexity of integrating a third-party API for a project. As a result, we faced unexpected delays that impacted the delivery timeline.

Once I realized the issue, I immediately communicated with the team and stakeholders to reset expectations and proposed a revised plan. I also dove deeper into understanding the API's quirks and collaborated closely with the vendor to resolve problems.

This experience taught me the importance of thorough research and risk assessment upfront, as well as proactive communication. Since then, I've developed a habit of doing more detailed feasibility analysis early in projects to avoid similar pitfalls.

## Most proud of thing in the work

One of the things I'm most proud of in my work is leading the development and successful deployment of an internal banking application at my current company. I was responsible for coordinating multiple teams, clarifying requirements, managing risks, and ensuring the project stayed on schedule.

This project was challenging because it involved complex technical integration and cross-departmental collaboration. Through proactive communication and problem-solving, we delivered a high-quality product that improved internal processes and data management.

The success of this project not only gave me a strong sense of accomplishment but also helped me grow my leadership, communication, and risk management skills. It reinforced my belief in the power of teamwork and clear coordination.

你之前的那些工作经历你为什么选择那些公司？

For my first job, I joined a small startup during the COVID-19 pandemic when the job market was very challenging. This company offered me an opportunity when many others didn't, and I saw it as a great place to start my career and gain hands-on experience in a dynamic environment.

My second job was at a hardware company that also had software roles. It was larger and had more structured processes and workflows compared to the startup. Working there allowed me to deepen my technical skills, understand more about product development cycles, and build strong professional relationships. It was a valuable learning experience both technically and personally.

Currently, I work at RBC, one of the leading banks in Canada. I chose RBC because of its strong industry position and the opportunity to work on impactful projects with cutting-edge technologies. The scale and complexity of the work here have helped me grow significantly as a software engineer and develop skills in cross-team collaboration and project leadership.

你觉得你认识遇到过的**biggest challenge**是什么

One of the biggest challenges I faced was leading a cross-departmental project to develop an internal banking app. The project was complex due to tight deadlines, multiple teams involved, and unfamiliar technologies like OpenShift and advanced SQL integration.

I took the initiative to coordinate between teams, clarify requirements, and manage risks by proactively communicating with stakeholders. I also worked closely with QA engineers to quickly address bugs and technical issues.

Despite the challenges, we successfully delivered the application on time, which improved the company's internal processes. This experience taught me the importance of clear communication, adaptability, and persistence when facing complex problems.

## 职业规划

In the next couple of years, I aim to deepen my technical expertise by taking on greater responsibilities in system design, code reviews, and performance optimization. I want to continue building scalable, user-friendly applications using technologies I've worked with—such as JavaScript, TypeScript, Angular, React —while also strengthening my backend skills in Python, Java, and Node.js.

I'm particularly interested in expanding my knowledge in areas like API design, DevOps, cloud services, and architectural decision-making, so I can grow into a more well-rounded engineer.

Looking three to five years ahead, my goal is to move into a technical leadership role where I can not only contribute as an individual contributor, but also mentor junior engineers, guide technical decisions, and help drive projects to success. I truly enjoy sharing knowledge and collaborating with others, so stepping into a role with more influence and responsibility is something I'm very excited about.

## 你其他的主要的**project**有什么

Another major project I worked on involved building a high-performance internal solution using React and Node.js on the frontend, and Java Spring Boot on the backend, leveraging Spring MVC, JPA, Jackson, and Validator.

We integrated Redis for caching to improve performance and implemented GraphQL with Apollo Client and Server, handling queries, mutations, schema design, and resolvers. On the backend, I developed core services and ensured smooth data flow between the frontend and backend.

I also set up automated CI/CD DevOps pipelines using GitHub Actions, which significantly streamlined integration and deployment, reduced manual work, and improved release reliability. This project not only strengthened my full-stack development skills, but also gave me hands-on experience in performance optimization and automation best practices.

### 用自己的话总结shopify culture

Shopify's culture is all about empowering entrepreneurs everywhere by building an open, inclusive, and trusted platform. The company embraces diversity—supporting merchants from all backgrounds and perspectives—while making sure everyone operates within legal and ethical standards.

It's a high-performance, mission-driven team where accountability, continuous growth, and innovation are essential. Leaders set clear expectations, push for improvement, and show compassion when it's truly needed. I like how Shopify actively lowers emotional, legal, financial, and technical barriers so more people can start and grow their businesses, which in turn helps communities thrive.

There's also a strong respect for craftsmanship and quality—supporting products that are built to last. AI is not just encouraged but expected as part of how we work, especially in prototyping and problem-solving. And behind everything is a clear focus on the mission: helping merchants succeed and making entrepreneurship more accessible to the world.

### 用自己的话总结CEO 写的 core values

What really attracts me is that Shopify sees itself as a high-performance team, not a family. That means everyone is expected to bring their best every day—there's strong accountability, a focus on continuous growth, and genuine compassion when people truly need support. But at the same time, poor performance or divisiveness isn't tolerated. I think that balance of high standards and empathy creates a culture that's both driven and supportive.

Another point that stood out is that using AI effectively is now a baseline expectation for everyone. It's not just about working faster—it's about sparking creativity, going deeper in research, and making smarter decisions. During the prototype stage of any project, AI should play a big role in accelerating learning and innovation. And before requesting more resources, teams are expected to show they've already maximized AI's potential. To me, that shows Shopify's commitment to staying ahead and helping merchants succeed in the AI era—and that's exactly how I like to work.

### 你觉得上面哪些公司value align with your interest / Which of Shopify's core values align with your interests or professional philosophy?

Several of Shopify's core values strongly resonate with me, especially inclusivity, continuous growth, and maintaining a high-performance culture. I'm passionate about lifelong learning and pushing myself to improve every day, which aligns well with Shopify's emphasis on growth mindset and accountability. Moreover, Shopify's mission to reduce friction for entrepreneurs



closely matches my interest in building scalable, user-friendly software that helps people achieve their goals efficiently.

如果你不喜欢merchant卖的产品你会怎么样 / **What would you do if you don't like a product that a merchant is selling?**

I understand that Shopify's platform supports a very diverse group of merchants, and not every product will personally appeal to me. However, I respect the company's commitment to inclusivity and its clear guidelines to ensure all merchants operate legally and ethically. In such cases, I would maintain professionalism and focus on delivering the best technical solutions and user experience for the platform as a whole, rather than letting personal preferences affect my work.

**After understanding Shopify's business model, how do you see it aligning with your career path?**

Shopify's business model focuses on empowering entrepreneurs globally through a scalable and robust technology platform. This aligns perfectly with my career goals because I want to work on impactful software solutions that enable users' success and innovation. I'm particularly excited about developing at scale and deepening my expertise in both frontend and backend technologies to help build products that truly support and accelerate entrepreneurship worldwide.

## **Shopify文化内容总结 / Summary of Shopify Culture**

### **1. 包容性与多样性 (Inclusivity and Diversity)**

Shopify致力于建立一个开放且包容的平台，支持各种背景、信仰和观点的商家。公司相信，创业应该变得简单且普遍，给每个人提供机会。尽管不同商家可能有不同甚至对立的观点，Shopify愿意包容这种多样性，同时确保平台上的商家遵守法律和使用规范。

**Shopify is committed to building an open and inclusive platform that supports merchants of diverse backgrounds, beliefs, and perspectives. The company believes entrepreneurship should be accessible and common for everyone. While merchants may hold differing or conflicting views, Shopify embraces this diversity while ensuring all merchants comply with laws and acceptable use policies.**

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### **2. 信任与责任 (Trust and Stewardship)**

信任是Shopify平台长期发展的基石。公司在确保平台安全、公正的同时，也在积极支持那些符合其核心价值的社会进步事业。领导者和团队成员需要在不同观点间保持客观和包容，承担起维护平台生态系统的责任。

Trust is foundational to Shopify's long-term success. The company balances ensuring platform safety and fairness with actively supporting social causes aligned with its values. Leaders and team members are expected to remain objective and inclusive while stewarding the platform's ecosystem responsibly.

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### 3. 创业精神与降低门槛 (Entrepreneurship and Reducing Friction)

Shopify坚信普通人都能成为改变世界的创业者。通过降低情感、法律、财务和技术上的阻力，公司推动更多人走上创业之路。创业不仅能改变个人命运，也能带动社区经济发展和创造就业机会。

**Shopify believes that ordinary people can be extraordinary entrepreneurs who change the world. By reducing emotional, legal, financial, and technological barriers, the company enables more people to pursue entrepreneurship. Entrepreneurship drives economic growth and job creation within communities.**

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### 4. 对工艺与产品的尊重 (Respect for Craftsmanship and Quality)

Shopify重视产品背后的工匠精神，倡导用户购买和使用值得长久喜爱的优质产品，而非频繁更换的消费品。优秀的产品体现了对细节和质量的深度投入，这也是Shopify希望支持和鼓励的。

**Shopify values the craftsmanship behind great products and encourages consumers to buy and cherish long-lasting, high-quality items rather than disposable goods. Exceptional products reflect deep care and mastery, which Shopify aims to support and promote.**

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### 5. 领导力理念 (Leadership Philosophy)

Shopify强调高绩效团队文化，公司不是“家庭”，而是一个以目标为导向的团队。领导者应明确传达期望，推动团队不断成长和改进。对绩效和团队凝聚力有严格要求，不容忍消极破坏行为。领导者也应展现同理心，支持处于困境的团队成员。

**Shopify promotes a high-performance team culture and makes clear that the company is not a “family” but a goal-driven team. Leaders are expected to set clear expectations, foster continuous improvement, and uphold accountability. Negative behaviors that harm team cohesion are not tolerated, while compassion is shown toward members facing genuine difficulties.**

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### 6. 对AI的积极拥抱 (Proactive Adoption of AI)

Shopify积极拥抱AI技术，鼓励员工将AI作为工作中的重要工具来加速学习和创新。AI的使用已成为公司绩效评估的重要组成部分，团队需探索如何用AI提升工作效率和产品价值。

**Shopify embraces AI technology proactively, encouraging employees to use AI as a key tool to accelerate learning and innovation. AI usage is integrated into performance reviews, and teams are expected to explore how AI can enhance efficiency and product value.**

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## 7. 持续学习与成长 (Continuous Learning and Growth)

公司倡导成长型心态，期望员工每年能在技术能力、决策水平和团队贡献上至少提升40%。这是维持公司竞争力和个人职业发展的核心。Shopify也重视分享知识与协作，鼓励员工互相支持共同进步。

**Shopify fosters a growth mindset and expects employees to improve by at least 40% annually in skills, decision-making, and team contributions. This commitment drives both company competitiveness and personal career development. Knowledge sharing and collaboration are strongly encouraged.**

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## 8. 使命驱动 (Mission-Driven Culture)

Shopify全员围绕“为创业者赋能”这一核心使命努力工作。每个人的职责都是通过自身的工作支持商家的成功和平台的发展。公司的所有决策和行动都紧扣这一使命，确保团队聚焦于创造最大价值。

**Everyone at Shopify works toward the core mission of empowering entrepreneurs. Each role contributes directly or indirectly to merchant success and platform growth. Decisions and actions are aligned with this mission, ensuring focus on creating the greatest impact.**