Kubat KURBANALIEV

Personal Info

Phone number
7737103445   (mobile)

Email
kur.kubat@gmail.com

Address
--

Social Media
--

Websites
--

Responsibility

Recruiter
Victoria Rasmussen

Coordinator
Makhan Davari

Interview Prep

Purpose

Deep dive into a candidate's ability to navigate ambiguities, strong analytical/technical skills, good social interaction skills, and think outside of just technology and really think of the user. This is the final assessment before a hiring decision is made for the candidate.

Format

SWE I, II, III Candidates

Session	Number of Assessors	Number of Shadow Assessors	Duration	Activities
0	N/A		10-minutes	Pre-sync
1	2	1	60-minutes	Analytical and Coding
2	N/A		10-minutes	Transition sync
3	2	1	60-minutes	Technical Architecture
4	N/A		10-minutes	Transition sync
5	2	1	30-minutes	Cross-functional/Cultural Alignment
6	N/A		10-minutes	Final sync

Senior+ Candidates

Session	Number of Assessors	Number of Shadow Assessors	Duration	Activities
0	N/A		10-minutes	Pre-sync
1	2	1	90-minutes	Analytical and Coding
2	N/A		10-minutes	Transition sync
3	2	1	90-minutes	Technical Architecture
4	N/A		10-minutes	Transition sync
5	2	1	60-minutes	Cultural Fit
6	N/A		15-minutes	Post-sync
7*	1-2		30 minutes	Engineering Leadership interview

For Staff/Engineering Manager and Above Candidates

* The 7th session is for candidates interviewing for Staff/Engineering Manager or above roles. This session will include an interview session with one or more of the CTO, VP of Software Engineering, or a Director of Software Engineering.

Roles and Responsibilities

- Hiring Manager

    - Provide context to the team of which team we are hiring for and the skillsets

- Assessor Lead

    - Maintain the momentum between sessions, drives transition sync round tables.
    - Ensures that feedback and group decision on the candidate is communicated to the recruiting team.
    - Excuses the candidate from the interview if we are not proceeding with the candidate.
    - Set up the CoderPad, Google Docs, or Miro board exercises that will be used for the technical interview sessions.

- Assessors

    - Assess the candidate based on the criteria for their particular session.
    - Provide concise feedback regarding the candidate.

- Recruiter

    - Set up all Lifesize rooms for the interview sessions and the sync sessions.
    - Create the CoderPad for the interview session.
    - Send out all meeting invites for the interview sessions.
    - Coordinates offer.

Lead Assessor Pre-Work Ahead of Interview

- Verify Coder Pad pad is set up for the candidate:

    - Log into https://coderpad.io/pads
    - Verify that there is a pad for the candidate "<First Name> <Last Name> (<role>)"
    - Replace the content of the pad with the first question that will be presented to the candidate

- Set up the Google Drive folder for the candidate

    - Create a new folder in Google Drive under https://drive.google.com/drive/u/1/folders/1BFodTgtPynDXDT2fUTHSQp0NcX5TmSoW for the candidate. Name the folder with the candidate's name.
    - Copy the specific design exercise from https://drive.google.com/drive/folders/1L1R4-dLbYRcPZj0SyaMl1767mcJtVsDN?usp=sharing to the folder you just created.

Sharing Google Drive Exercises During Sessions

- During the session, right click on the exercise file you want to share with the candidate:

    - Click "Share"
    - Clicked "Advanced" and then enter the candidate's email address into the "Invite People" field.
    - Click "Done".
    - For the "Are You Sure?" prompt, click "Yes"

- After each exercise is complete, remember to remove the candidate from the file's access list.

Sessions

- **Pre-Sync**

- Led by the **Assessor Lead**.
- Attended by all assessors from all sessions.
- **Hiring Manager** will provide the group with background regarding the team and skillsets they are being hired for.
- Phone screen notes reviewed to identify any specific areas to concentrate on during the sessions.

- **Transition Sync**

  - Led by the **Assessor Lead**.
  - Review the previous sessions feedback and answer:
  - Answer the question: "Do we continue moving forward with the candidate or do we excuse the candidate?"
  - If we excuse the candidate, the *Lead Assessor* will communicate this to the candidate and escort the candidate out.

- **Analytical and Coding**

  - The primary objective is to determine if the candidate's technical and analytical abilities will allow him/her to be successful in the role. Poke at areas that the candidate may not exhibit confidence in to see if he is able to navigate these areas, keep his cool, and provide logical approaches. We should have a "yes" or a "no" regarding his technical abilities and whether you feel that "you would enjoy and trust working with him designing and developing critical components together."
  - Sample Exercises:

    - Max Character Occurrences - https://coderpad.io/questions/68739
    - Matrix Flip - https://coderpad.io/questions/68737
    - Buildings I Can See - https://coderpad.io/questions/68743
    - String Compression - https://coderpad.io/questions/68741
    - Front End Exercises:

      - CSS Flags (SWE 1-2) – https://app.coderpad.io/questions/188514
      - CSS Bug (SWE 1-2) – https://app.coderpad.io/questions/188506
      - React App (SWE 3+) – https://app.coderpad.io/questions/188573

  - Leverage CoderPad exercise set up by the Assessor Lead.

- **Technical Architecture**

  - We want to assess their ability to break apart a system into the various components and show their ability to dive deeper into the various components. Areas to focus on are APIs/endpoints, the database structure for storing the data, the UI components, how the will data be extracted and retrieved, etc.
  - Sample Exercises and prompting questions to assess:

    - Calendar web application - https://docs.google.com/drawings/d/1l99jrjczxtOxV_nqlEEEh1c9Mkjn7o-9UzClQrCbXuE/edit?usp=sharing

      - What is the data structure to save the FE response?
      - What is the technology they recommend using to build these screens
      - What are the queries to pull the required data?
      - Are they recommending any caching? How?
      - How would they calculate the counters per day?
      - How would they support re-occurring appointments?
      - How would they support multiple providers' views?
      - How would they recommend a live update of the calendar counters?
      - Define the URLs for the 3 screens
      - How would you address appointments across multiple days?
      - Do you think we can have performance issues? Where? How would you recommend addressing them?
      - Did the candidate discuss security, load balance, performance, usability, etc.
      - Recognize a UX design pattern, patterns within React
      - How do they handle time zones.
      - Ask about Browser/JS runtime and the user interaction(heap, stack, user events, runtime/browser, client security(cross-site, injection, etc.)

- **Cross-functional/Cultural Alignment**

  - You should have a good sense if you can trust the candidate to interact and respect his/her fellow team members and other team members.
  - Are they able to teach, learn, and listen?
  - Can deal with people who may know more about a specific area than they do?
  - You trust the candidate, where left independent, can adapt, design, and develop the best solutions for the user.
  - Walkthrough an experience the candidate had with a colleague or decision and how did the candidate deal with it to address/resolve it?
  - How collaborative is the candidate? Do they align with our culture and values?
  - What excites the candidate and what are you seeking in a team/organization?
  - Where would you like to be in the next 2-3 years from a career perspective?

- **Post-Sync**

  - Led by the **Assessor Lead**.
  - Here the assessors will regroup and determine if the candidate is good for the role and Tebra.
  - The **Assessor Lead** will communicate this assessment to the hiring manager and the recruiting team.

Scorecard

Key Take-Aways

What leveling would this candidate be?

Interviewer did not answer this question

What do you think they are the strongest at?

Interviewer did not answer this question

The candidate portrayed passion for their position and/or Tebra.

Interviewer did not answer this question

The candidate exemplifies our values and aligns with our culture.

Interviewer did not answer this question

I can see myself collaborating with this candidate.

Interviewer did not answer this question

Candidate was able to articulate approaches, methodologies, and experiences.

Interviewer did not answer this question

Candidate has strong technical abilities (coding, architecture, frameworks, patterns, etc.)

Interviewer did not answer this question

Did you feel this candidate exhibited leadership qualities? If yes, explain:

Interviewer did not answer this question

Were there any red flags during the interview? If yes, explain:

Interviewer did not answer this question

If you had more time, would you have dug further into anything? If yes, explain:

Interviewer did not answer this question

Summary:

Interviewer did not answer this question

Did the candidate pass the interview?

| 1. | Definitely Not | 2. | No | 3. | Yes | 4. | Strong Yes |

Does the candidate show clear competence in the following areas?

Values

Better Together

Celebration

Customer Obsessed

Entrepreneurial Spirit

Keep It Simple

Kubat Kurbanaliev
Email id: kur.kubat@gmail.com
Contact: 773-710-3445

Overview

Software Development Engineer in Test with over 7+ years of proficient experience in Quality Assurance & Software Testing for Client/Server and Web-based applications in logistic and banking domains. Strong cross-functional team player, who possesses the necessary technical skills such as: Java programming language, Selenium WebDriver and Behaviour Driven Development style, with Cucumber and JUnit tool, to bring value to a team by effective combination of programming testing, and communication skills.

Professional Summary

● Solid knowledge on all phases of the Software Development Life Cycle (SDLC) and Software Testing Life Cycle (STLC) and Defect Management Lifecycle.

● Strong understanding of Object-Oriented Programming (OOP) concepts and direct daily work with Java programming language for test automation purposes.

● Experience in working in Agile Scrum environments and participated in Daily Scrum Stand-Ups, Sprint Planning, Sprint Retro, and Sprint Demo meetings.

● Well experienced in analyzing and reviewing Business/Functional & Testing requirements to formulate Test Strategies and preparing Test Scenarios, writing Test Cases and Test Summary reports for both automated and manual testing based on user requirements, Software Requirement Document (SRS) and Blueprint.

● Widely experienced in creation and maintenance of reusable automation scripts for Regression, Smoke, Functional, UI, API, Back End testing suites.

● Expert in developing automation tests using Java, Selenium WebDriver, Cucumber, JUnit, TestNG and extended expertise in framework building and maintenance via Maven build management tools through the implementation of Page Object Model and Singleton design patterns.

● Experience in manual API testing using Postman and RestAssured library for automated testing.

● Competence using Apache POI library to read the data from excel file.

● Expertise in using Selenium WebDriver with TestNG to execute parallel tests on multiple browsers, such as IE, Chrome, Firefox, Safari.

● Proficiency in overall Bug Life Cycle, Bug Tracking, Bug Reports, Retesting Bug, Closing Bug and generating the Graphs using Jira.

● Experience in implementing Behavior-Driven Development (BDD) frameworks writing Cucumber Features, Scenarios and Step Definitions on Gherkin to Design, Develop, Organize, Execute and Maintain Automated Test Scripts using Java, Cucumber and Junit

● Used Appium automation tool for testing mobile applications on Android platform

● Built a POM framework for Android platform testing using Appium JavaClient library

● A firm understanding in Relational Database Management System (RDBMS) namely ORACLE DataBase, Microsoft SQL Server and expertise in writing SQL Queries

● Solid knowledge of Core Java, HTML, CSS, XML, SQL, JSON, Gherkin, JUnit, TestNG

● Experienced with Git version control system, Github web-based hosting service and TortoiseSVN

● Integrated with Continuous Integration (CI) tool Jenkins for running test cases automatically by scheduling Smoke and Regression testing suits and generated comprehensive user-friendly reports.

Skills

Methodologies: SDLC, STLC, Agile/Scrum	Databases: Oracle, MySQL Server, Workbench
Languages: Java, HTML, SQL, Gherkin, JSON	Build Management: Apache/Maven, TestNG
Testing frameworks: Behaviour Driven(Cucumber/Gherkin), Data Driven, Hybrid, TestNG, JUnit, API Testing	Version control and Continuous Integration: GitHub, TortoiseSVN Jenkins, BitBucket
Testing tools: Selenium WebDriver, Appium(Android)	Project management tools: Jira, Blueprint

Education

Highest Degree: High School Diploma.

School name: 50 years of Kyrgyzstan, Middle school #2

Location: Kyzyl-kiya, Batken Oblast, Kyrgyzstan

Years: 09/2000-05/2011

EXPERIENCE

JPMChase, Chicago, IL   **January 2021 – Present**
SDET(Software Development Engineer in Test)

● Developed an automation feature files for UI and API testing with BDD approach using Cucumber, Selenium WebDriver, Groovy and Gradle.

● Enhanced automation framework by creating reusable utility classes with Groovy and Java language.

● Performed automated Regression testing to check the compatibility of new functionality with the existing ones of the application.

● Used Gradle to configure the dependencies and to run the framework.

● Used BitBucket as a code repository and Git for the version control.

● Executed regression test suites for CI testing and deployment cycles using Jenkins/Jules tool.

● Detected defects, communicated to the developers using Bug Reporting Tool and Tracking the Defect using JIRA.

● Reviewed requirements, specifications documents to provide timely and meaningful feedback.

● Actively participated in Agile/Scrum events, such as: Daily Standup Scrum call, Sprint Grooming and Demo.

● Collaborated with developers, business analysts on a daily basis to improve our processes and involved in identifying test cases that can be automated.

● Involved in writing test scripts for Restful service testing using Rest-Assured library.

● Tested API manually using Postman by sending requests to API and getting response in JSON or XML format.

● Mapping and asserting the results to actual data to validate application functionality.

● Performed manual regression testing and created test cases for positive, negative and END TO END Test scenarios and implemented them.

Environment: Agile/Scrum, Jira, Java, Selenium WebDriver, Cucumber, Groovy, HTML, XML, JSON Jenkins, Gradle, BitBucket. UI/API

Wells Fargo, Charlotte, NC   **February 2020 – September 2020**
SDET

● Great knowledge of the application and framework in order to resolve any up-coming functional defects and issues.

● Detected, reported, tracked and contributed to defect resolution through defect management tool JIRA.

● Responsible for the maintenance of the Remote Desktops through Citrix Workspace, and analyzing the cause of failed builds on Jenkins runs.

● Analyzed Jenkins HTML reports for defects and issues such as functional, environmental and application related.

● Always in touch with the team, to ensure the test script executions proceed successfully.

● Performed manual and automated testing using Java and Selenium WebDriver respectively to verify functionality and reliability of pertaining user interface.

● Utilized JDBC library functions to perform Back-End testing for data integrity validation in databases using SQL queries.

- Created and executed test cases for the purpose of assessing if software functionality was developed as expected.

- Working in an Agile environment with the ability to accommodate and test newly proposed changes at any point in time during the release.

- Executed Smoke Test on a daily basis through Continuous Integration(CI) tool Jenkins, and reported failures to all team members.

- Actively participated in all Sprint ceremonies such as Daily Scrum Stand-Ups, Sprint Planning, Sprint Demo and Sprint Retro meetings.

- Actively collaborated with Developers and Product owner in Agile environment to determine requirements.

- Used GitHub as a code repository and Git version control tool.

Environment: Agile, Jira, MySQL, GitHub, TortoiseSVN, JAVA, Selenium WebDriver, TestNG, XML, HTML, Jenkins, Maven, Jfrog Artifactory.

Bank of America, Chicago, IL   **March 2018 - February 2020**
 SDET/QA Automation Engineer

- Actively participated in all Sprint ceremonies such as Daily Scrum Stand-Ups, Sprint Planning, Sprint Demo and Sprint Retro meetings.

- Detected, reported, tracked and contributed to defect resolution through defect management tool JIRA.

- Analyzed assigned user stories and developed feature files in Cucumber's Gherkin language to simplify test cases.

- Performed manual and automated API testing using Postman and REST Assured library respectively to verify functionality and reliability of pertaining Web Services.

- Utilized JDBC library functions to perform Back-End testing for data integrity validation in databases using SQL queries.

- Participated in automation of mobile applications and web applications on Android Platform using Appium java client library.

- Created and executed test cases for the purpose of assessing if software functionality was developed as expected.

- Working in an Agile environment with the ability to accommodate and test newly proposed changes at any point in time during the release.

- Implemented POM (Page Object Model) design pattern using Page Factory in Selenium WebDriver in the architecture of the framework increasing time efficiency and code reusability.

- Executed Smoke Test on a daily basis through Continuous Integration(CI) tool Jenkins, and reported failures to all team members.

- Demonstrated automated tests of user stories during Sprint Demo in order to inform Stakeholders and Product Owner about the progress of software development.

- Actively collaborated with Developers, Business analysts and Product owner in Agile environment to determine requirements.

● Used Bitbucket as a code repository and for version control tool.

Environment: Agile, Jira, MySQL, WorkBench, Bitbucket, JAVA, Selenium WebDriver, Cucumber, JUnit, Appium, XML, Jenkins, HTML, JSON, Postman, Maven.

XPO Logistic LLC, Naperville, IL   **June 2016 - February 2018**
QA Automation Engineer

● Developed an automation framework from scratch with Behaviour Driven approach using Cucumber, Selenium WebDriver, TestNGand Maven.

● Enhanced automation framework by creating reusable utility classes with Java language.

● Performed automated Integration and Regression testing to check the compatibility of new functionality with the existing ones of the application.

● Used Maven to configure the dependencies and to run the framework.

● Used BitBucket as a code repository.

● Detected Defects, communicated to the developers using Bug Reporting Tool and Tracking the Defect using JIRA.

● Reviewed requirements, specifications documents to provide timely and meaningful feedback.

● Collaborated with developers, business analysts on a daily basis to improve our processes and involved in identifying test cases that can be automated.

● Involved in writing and testing test scripts using Selenium WebDriver and Java Programming Language.

● Expertise on writing test for Restful service testing using Rest-Assured library.

● Tested API manually using Postman by sending requests to API and getting response in JSON or XML format.

● Mapping the results to actual data to validate application functionality

● Developed test cases for positive, negative and END-TO-END Test scenarios and implemented them.

Environment: Agile, Jira, JAVA, Selenium WebDriver, TestNG, XML, Jenkins, HTML, JSON, Postman, Maven, BitBucket.

University of Chicago, Chicago, IL   **January 2014 - May 2016**
QA Automation Engineer

● Developed test cases for positive, negative and END-TO-END Test scenarios and implemented them.

● Participated in test case review meetings to make sure the test case itself is correct.

● Created Automation test code using Selenium WebDriver with TestNG tool and executed them on different browsers.

● Implemented cross-browser web testing with Selenium Grid.

● Created XML based test suite and integrated with Jenkins Server to execute automation scripts on a regular basis by scheduling Jenkins jobs in different test environments.

● Extensively involved in Smoke, Functional, Regression, Browser Compatibility, End to End Testing.

● Reviewed requirements, specifications and technical design documents to provide timely and meaningful feedback

● Collaborated with developers, business analysts on a daily basis to improve our processes.

● Automated UI Testing with Selenium WebDriver, JAVA, TestNG and Cucumber Frameworks.

● Generated TestNG test results in HTML Report after execution of Selenium and JAVA test scripts.

Environment: Agile, Jira, JAVA, Selenium WebDriver, Selenium Grid, TestNG, Jenkins, Maven.

Challenges and Achievements

● Learned to build the framework from scratch with a Behaviour Driven approach using Cucumber, Selenium WebDriver, TestNG and Maven.

● Faced challenges working with an offshore team, and not being able to connect during work hours. Created excel document to track the daily status of scenarios and executions.

● Acknowledged Web-Services such as RestAPI and SoapUI to implement automation testing to existing or new frameworks.

● Main focus on new aspects of Project and framework for quick learning, communication and improving the Agile Severity and Priority.