Java On-site Assessment

Fintech Employee Onboarding System

Background: You're tasked with building a simple backend API for onboarding employees in a fintech company. This is a time-boxed challenge (4 hours max). We're not evaluating polish or completeness — we're evaluating how you think, structure, and execute under realistic constraints. You should act as a Tech Lead, making architectural decisions, ensuring best practices, and guiding the overall implementation strategy. You can take help of AI if required to accelerate development, improve efficiency, or refine technical solutions.

Goal: Design and implement a secure, scalable REST API that handles employee onboarding data.

General Requirements:

- You are free to choose how you model the onboarding domain.
- Your solution should demonstrate best practices in API design, security, scalability, and maintainability.
- Authentication should be implemented to protect the system.
- Choose an appropriate database to persist your data.
- The system should be containerized to ease deployment.

What You Should Deliver:

- A working backend application in Java (Spring Boot recommended).
- A public GitHub repository with your code.
- A README.md explaining your design choices, setup instructions, and how to test the API.

Notes:

- You have creative freedom to design the database schema and API endpoints.
- Use JWT Authentication (or another secure method) to secure sensitive endpoints.

Bonus points for:

- Clean, extensible architecture (e.g., layered or hexagonal).
- Use of Docker to containerize your app.
- Demonstrating consideration for future scaling or integration.
- Clear documentation or API specification (e.g., Swagger/OpenAPI).

Allocated Time: **4 hour**