Answers to common recruitment questions

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Last updated: 09/23/23

Describe your experience as a software engineer.

Currently based in Los Angeles, CA, I have been working as a software engineer at IKEA since August of 2020. My team consists of around twenty individuals, including frontend, backend, and QA engineers, UI/UX designers, a product manager, and several product owners. Projects I have worked on:

- Email template development with XSLT, XML, and Litmus
- Frontend development utilizing React, JavaScript, Sass, and React Storybook
- Backend development using Java and Spring Boot
- React mobile development using Capacitor
- Cloud-based work with Google Cloud Platform and its services such as BigQuery, Kubernetes Engine, Cloud Storage, Cron Job, and more

How familiar are you with DevOps and Agile/Scrum development methodologies and processes?

Our team has successfully implemented a pipeline that covers development, staging, and production stages. This pipeline leverages a combination of Docker, Helm charts, Artifactory, and GitHub actions. While I wasn't involved in setting it up initially, I have gained valuable experience working with this pipeline. I have actively participated in modifying Helm charts and have successfully resolved deployment issues within GitHub actions when they arose.

To effectively manage our tasks and projects, we utilize Jira as our ticket management system. During our daily standup meetings, we review the Kanban board together, discussing individual assigned tickets and addressing any potential blockers. Our work is organized into sprints, each lasting two weeks. At the end of each sprint, we conduct a retrospective meeting to reflect on what went well and identify areas for improvement.

Prior to the start of each sprint, we hold a sprint planning meeting where we collaborate to create new tickets, assign tasks from the backlog, and establish our overall goals for the upcoming two weeks. For seamless communication and updates, all relevant information and comments are recorded within the corresponding tickets. One of our product specialists implemented a helpful integration where creating a new branch in GitHub using a ticket number automatically generates a link within the corresponding Jira ticket, which helps tremendously with tracking progress and collaboration.

And finally, we maintain a dedicated Slack channel with automated notifications enabled. This allows us to receive notifications whenever a build is released or if any failures occur, ensuring efficient communication and swift response to any issues that may arise during the development process.

What is your work authorization status?
I am a natural born US citizen and do not require sponsorship of any kind.

How soon would you be available to start in a new role?
In line with professional etiquette, I would tender my two-week notice to my current employer on the same day that I sign a new employment contract. Following the completion of this fourteen-day period, I would promptly commence my duties in the new role.

On-site, hybrid, or remote?
Remote would be my preferred option. I have successfully worked remotely for IKEA since August 2020 and am accustomed to collaborating and operating in a digital environment. Despite residing on the west coast, my work schedule is aligned with the eastern time zone, and I'm typically online from 6:30am to 2:30pm PST. Essentially, I am highly adaptable when it comes to my working hours and can adjust them to

accommodate the team's needs. I am also open to occasional travel for significant meetings and milestones, as this has been a regular practice in my current role with IKEA. Both on-site and hybrid work arrangements are acceptable as well, however, my commute should not exceed one and a half hours in each direction.

Are you willing to relocate?

Provided that a relocation package is included, I am open to relocating. My top choices for relocation would be:

- Dallas, TX
- San Diego, CA
- Temecula, CA
- Visalia, CA
- Tulsa, OK

I would not be willing to relocate to the following cities:

- San Francisco, CA
- Portland, OR
- New York, NY

What is your desired salary?

My target base salary is $160,000, which is based on the current figures I'm seeing for software engineers in the Los Angeles area, insights gathered from recruiters and colleagues, and the high cost of living in Southern California. However, I am flexible regarding this figure, particularly if the compensation package includes stock options and an annual bonus. While I value fair compensation, my priority is joining a great company with an exceptional team and engaging projects that allow me to expand my knowledge base. I am more than willing to have a constructive discussion about my salary, as I don't want it to be the determining factor in considering my suitability for a role.