**About myself**

1. Nice to see you, so let me introduce myself.
2. My name is Irina. I am 32 years old. Originally I am from Russia; I graduated from the Samara state University with a Master of Computer Science degree, I was among top students of my university.
3. Speaking about my work experience, in the last 5 years I have been working in the CXO Solutions. CXO Solutions is one of the market leading web-based reporting solutions for the EPM applications. Since the moment I have joined the CXO it has grown from 10 to 40 employees. Together with the growth of organization our development team grew up as well, establishing release, design, implementation and testing processes. Currently I possess the position of the scrum master and software developer. I lead a distributed team of 4 developers and 2 testers. I do Both front and back end development of features related to creation and distribution of new reports displaying key finance information, implementation of various types of dashboards, improvement of security and access rights for data and users
4. Prior to that I have worked in Infostrada Sports – a worldwide provider of comprehensive sports statistics and information services. As it is mentioned in my CV I did implementation and maintenance of several tools including Incidents Registration System, Bio application.
5. Before moving to Netherlands I worked at CQG, International Software Company, offering, trading and order-routing instruments, real-time and historical data integrated with graphics and technical analysis tools. At that time, I worked as C++ software developer, I participated in various projects related to order-routing and electronic trading. My Tasks and responsibilities included requirements, system test plan, architecture and high level design, GUI design and implementation, algorithmic realization and analytics, system and integration testing.
6. I have excellent analytical and problem solving skills. A significant part of my work history has involved acting in the rapidly changing environment, find and provide flexible solutions for customers. During my work I’ve been often required to communicate with a customer and prepare different technical and end-user documentation.
7. At the current stage of my career I’m looking for the new opportunities and challenges.
8. So this is briefly about me and of course I am looking forward to discuss more with you.

**Why do you want to quit CXO?**

I work in the CXO for already 5 years and I believe it is time to take the next step. The main product of the CXO Solutions is the CXO-Cockpit. It is a big and complex product but over the last 5 years I have learned (or even developed) the most of it. I’m quite happy with my colleagues and the environment but I want to take the next challenge. As I said before from the moment I have joined the company it has grown from 10 to 40 people. I have helped a lot in setting up the development process and now I can say for sure that we are not the small start-up but instead a mature software vendor. I feel very much comfortable in my current role of the software developer and the scrum master, I believe that it is something I can do very well but at the same time I want to get out of my comfort zone and to face the new challenges with a new team, new product and new environment. So basically this is a reason why I am here.

**Why should we choose you?**

I think there are a couple of aspects.

The first one is the qualification. I am a senior software developer with more than 10 years of experience in the software development. I participated in various complex projects in different teams. I have carefully read the job advertisement and I believe that my set of technical skills is exactly what you are looking for. It seems to me that there is a perfect match between my skills and experience and things that you are doing here.

The second point is knowledge, I have excellent problem solving and analytical skills. A significant part of my work history has involved acting in the rapidly changing environment, find and provide flexible solutions for customers.

Besides that I’m a certified Scrum Master and I helped to set up the Scrum process for my current employer. I strongly believe that the software development should always accommodate the latest techniques and practices.

And the last point is the international experience and view. I had been working in different teams in different countries and I believe that I can bring the fresh air in every team. I am a very easy going person, I really love to build good relationships with my colleagues and I think it is one of the most important things for the success of the team.

Based on the above I am sure that I am the right person for your team and I can valuable contribute to your product.

**What is your career goal?**

I am very much positive about the combination of the activities I am doing at the moment. My primary goal is to continue developing myself as a strong full stack developer. I want to keep up with the latest techniques and the best practices so I can accommodate and perform the best. Besides that I want to continue on improving my knowledge regarding the software development processes and to help organizations to improve their performance using this knowledge. In a couple of years I see myself as a scrum master/lead developer who helps the team to perform the best and deliver high-quality software, on-time and exceeding the customer expectations.

**What is your greatest strength, provide an example?**

I believe that my greatest strength is my analytical and problem solving capabilities. I always try to find the best solutions for the problems I face both in technical and social aspects.

Another strength is that I am very organized and structured person. I always try to foresee the issues and prevent them from taking place. The simple example is that I always try to plan the meetings at least 2 or 3 weeks in advance. I also always plan the workload both for myself and other team members and I try to make it as transparent as possible.

Well, as an example of the analytical skills I can tell you about one of my assignments in CXO.

Previously our product could work with HE, HFM, Essbase, MSAS free models including Tagetik but not with SAP BW. Neither me nor my colleagues had any experience with SAP before so it became a big challenge for me. SAP has a completely different view on the things comparing with any other tool and is really lacking documentation and support. I have managed the whole process on first building the SAP environment which we could use for development and then developed against the complex and sometimes mysterious SAP BW ABAP. Also I had to invest a lot of effort in the performance tweaking and optimizations. As a result we can now run Cockpit with SAP BW as a source system and based on the response of our customers we are probably the fastest performing solution on the market.

**What is your greatest weakness?**

Sometimes I think that I am too responsible and take the work too serious. A good example is that I always try to keep track of all the development issues while sometimes it is important to properly delegate the assignment and only check the status on the regular basis. I am doing my best on improving this and I think that I have already achieved quite good results. Some of the steps which I take is for example the proper planning of activities and making the right reminders for myself.

**Tell us about your last project and your involvement.**

The main and only product of the CXO Solutions is the CXO-Cockpit. It is a web based EPM reporting tool. Technically it is implemented in asp.net mvc, Angular, React, C#, javascript, jquery, css, MSSQL. As a source of the analytical data it can use a bunch of sources: MSAS, Essbase, HFM, HE, SAP BW, Tagetik, TM1. We are now using Scrum as a development process, it means that we set the goal of our sprint and the stories which need to be included. From one side I am the person who facilitates the meetings especially morning stand ups and makes sure that there are no impediments. From another side I also do the regular development job, so I pick the tasks from the board and work on them. As a developer I mostly work on the CXO-Cockpit application both on back and front ends. I also participate in defining the requirements and the future direction of the product development. Additionally I often communicate to the customers and the stakeholders within our company. I help in finding the best solution for the technical issues.

**Tell us about the development process in your company.**

At the moment when I have joined the CXO about the five years ago we had no development process in place. Since four years ago we started with an implementation of Scrum in our organization. We took the small steps and now I can say that our development process is very well organized. We have two weeks sprints, and after every sprint we are to deliver to customers. Every morning we do the stand ups where we discuss the impediments and progress. In the end of the sprint we have the review, the retrospective meeting which I facilitate and also the sprint planning. During planning we define the scope and the main focus of the sprint and then work towards it.

**What was the biggest accomplishment / failure in this position?**

RUP

Front-end freelancer

William

**Why do you want this job?**

As I have said I feel quite comfortable in my current position but I also think that for me it is a time to move forward. A couple of weeks ago I‘ve seen your job posting and I thought that the position description looks like exactly what I want to be working on and perfectly fits my skills and knowledge. As you can see from my CV all my work experience has been always closely related to different kind of financial applications such as EPM reporting, trading fees and margin calculation. Although I am not a financial controller or operations officer I pretty much know what the business wants and how to achieve it. I really like this area and I hope to stay working in it for my future career and I strongly believe that the Rabobank is just a right place to contribute with my knowledge but also to improve my both technical and financial skills. Also I have worked in the big software development company with about 5000 employees but I am very curious to see how the development works in such a big bank.

**What kind of questions do you have?**

Could you please tell me a bit about the development process in your team?

What is your team? What kind of skills and roles do you have in it?

Do you have many internationals in your team?

In case of my application what project can I be involved in?

Do you have software testers, business analyst? What is the role of business analyst in the development process? With whom do they communicate?

What are the career possibilities in your team?

**What is your current salary?**

My monthly salary is 4470 euro per month. I don’t have any vakantiegeld but also have a yearly performance bonus from 5 to 10 percent.