[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [1:51 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597135867009500)

Could I ask several questions now?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [1:51 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597135890009900)

I am working python projects with my previous clients now

[1:51](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597135897010100)

sure, please ask

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [1:52 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597135970010300)

Describe a time when you recognized that you were unable to meet multiple deadlines. What did you do about it?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [1:55 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136133011000)

I have never meet any deadline before, I can work full time even weekend

[1:55](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136150011400)

I always submitted the result before deadline

[1:56](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136215011900)

\*I have never passed any deadline :slightly_smiling_face:

[1:57](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136275012600)

You can ask the working time at any time, I will follow your suggestion for working time

[2:00](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136411013200)

Let me know if I misunderstood

[2:01](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136471013400)

Hi

[2:06](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136767013900)

Let me know your project details

[2:06](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136768014100)

thanks

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:06 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136779014300)

Tell us about an idea you started that involved collaboration with your colleagues that improved the business.

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:08 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136896014700)

I helped many businesses to succeed.

[2:08](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136918015300)

I have worked with many agile projects with colleagues.

[2:09](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136972016600)

I studied project management, interpersonal skills, agile, scrum.

[2:09](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597136993017100)

I think brainstorming is the main important factor to success & synchronizing idea is most important in team.

[2:10](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137027017900)

I worked as a team manager before, for that I studied the books "Give and Take", "Bold the revolutionary way to succeed"

[2:11](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137061018500)

Not only one's tech, skill are important to success in business,

[2:11](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137089019100)

The main important things are team's culture, team's slogan, positive attitude.

[2:11](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137108019500)

I always think about "Customer First", that means "Stakeholders first".

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:12 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137129019700)

When you had extra time available in a previous position, describe ways you found to make your job more efficient, or what techniques you learned to make yourself more effective or productive?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:13 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137208020700)

I like using module oriented programming. I always like to write libraries, and reuse them.

[2:13](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137223021400)

First I like to choose good ide, good tools for projects.

[2:15](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137306022800)

I learned about git in detail, since I heard the how companies use git more efficiently (like Alibaba).

[2:15](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137357023500)

I write documents before development, so I write extendable, robust, clean codes.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:16 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137382024000)

How do you react when faced with many hurdles while trying to achieve a goal? How do you overcome the hurdles?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:16 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137388024200)

The most important thing for efficient, effective, productive, is "Automation"

[2:17](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137421025000)

Of course, we can't solve all of hurdles at a time.

[2:17](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137438025800)

I try to figure out the main issue why that happens, and solve one by one.

[2:17](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137453026100)

I don't write perfect code at first, good code is good.

[2:17](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137460026400)

I always to keep deadline first.

[2:17](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137473026600)

And try to show something in time.

[2:18](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137485027000)

And get feedbacks from clients and fix in time.

[2:19](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137541027700)

I learned being "Positive, Honest, Creative" is the only way to succeed, in the nature. :slightly_smiling_face:

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:19 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137564027900)

You have a small disagreement with a coworker. How would you resolve it independently with your immediate supervisor?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:20 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137608028500)

I mainly focus on requirement, not one's idea.

[2:20](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137621029300)

I always try to understand others.

[2:20](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137629029500)

And help others to understand if they miss points.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:20 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137657029900)

Okay, Tell me about a situation when you had to speak up in order to get a point across that was important to you.

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:21 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137718030500)

When the requirement not clear, I make mvp first.

[2:22](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137734030900)

And make discussion with colleagues, get feedback from client asap.

[2:23](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137805031700)

For work with others, like CEO, CTO, product manager, project manager, I studied about the roles. and how they work.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:24 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597137879032200)

Give an example of a time when you persuaded a boss, customer, or peer to your point of view, even when that individual may not have agreed with you.

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:26 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138000034300)

I don't persuade at any time. always following their ideas, but if my result is well built for marketing, and project success, I try my best to help them to understand the strategic ideas.

[2:27](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138020035000)

I don't like to persuade others. but if I have to I try.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:27 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138065035200)

Tell me about a time when you promised to handle something at work that was either very difficult and/or came at a demanding time.

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:29 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138166036100)

I always take jobs if I am in a position to handle. even very difficult or came at a demanding time.

[2:29](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138197036800)

That shows others that I am working hard. :slightly_smiling_face: and improve team culture.

[2:30](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138224037400)

Without passion, we can't succeed.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:33 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138436037800)

Okay, Give an example of how you work in a situation where you must prioritize and multitask without supervision.

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:35 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138530039000)

for multitask, I sort them by deadlines, and the effort needed for each of them.

[2:36](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138573039900)

And the main important factor is the task weight.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:38 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138704040200)

Okay, How do you define what it means to be an efficient and reliable employee?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:38 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138728040400)

Good Personality.

[2:39](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138774041600)

And good skilled. and know exactly what the boss needed.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:40 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138818041900)

Okay, Tell me about a time when you had to adjust to a change in direction, whether it was a new business strategy, change in a project or customer focus, or leadership at the top. How did you react? What was the outcome?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:42 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597138933042800)

That wasn't always good when changed business strategy, leadership at the top.

[2:44](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139040044500)

If I am CTO or project manager I try to see market analysis, but If I am a normal employee i don't care about that.

[2:44](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139070045100)

A clever employee is not good for boss. haha.

[2:46](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139205045500)

How about discuss the project now?

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:48 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139318046500)

Our CTO will discuss about job details

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:48 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139328046900)

Sounds good.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:48 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139332047000)

We are on the process of onboarding

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:48 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139338047300)

Yeah.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:49 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139347047500)

shall we continue

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:49 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139351047800)

Sure.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:52 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139529048100)

Give an example of a time when you had two important projects competing for your time. How did you handle it? What happened?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:53 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139600048500)

I am not superman, I know my ability, that's most important.

[2:53](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139617049100)

I say I can't do it, if I couldn't handle.

[2:54](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139690050600)

for 2 or multi projects, the first time developing was difficult, like developing MVP. after MVP and fix issues sprints there's no issue with multi-tasking.

[2:55](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139748051300)

I worked in the weekends sometimes if I have to important projects.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [2:57 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139844051500)

Describe a time in which you had to adjust quickly to changes over which you had no control. What was the impact of the change on you? On your work or project?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [2:59 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597139983052100)

I ask others to help me, I always help others, so colleagues always helped me, and will help me. :slightly_smiling_face:

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [3:00 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140022052300)

In your previous position, what specific skills or competencies did you seek out to improve yourself and to help others improve themselves?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [3:01 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140110053300)

I researched google every time when start a project.

[3:02](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140129053900)

To see how others worked about UX / UI if it comes about Mobile or Web App.

[3:02](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140148054400)

I always find tools, like XMind.

[3:03](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140230055300)

If others are clever, I will help them to have clear strategic idea, but if not I only help them to figure out issues in coding..

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [3:08 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140490055600)

Okay, Could you work full time?  
What is your hourly rate?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [3:09 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140543055900)

Yeah.

[3:09](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140552056200)

I can work 8 ~ 10 hours a day.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [3:09 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140566056700)

Could you sign NDA and W8-Tax?  
And could you start working tomorrow?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [3:09 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140571056800)

My hourly rate is 35 usd.

[3:09](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140584057100)

sure.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [3:10 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140623057300)

Could you work in our time zone ?  
We are based in Texas

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [3:10 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140653057800)

Sure.

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [3:11 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140665058600)

Do you have any certification or blog about yourself ?

[**Shendi Qerimi**](https://app.slack.com/team/U019009RW7K)  [3:11 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140666058700)

what's your hourly rate suggestion?

[**CEO**](https://app.slack.com/team/UUHMVU1V1)  [3:11 AM](https://kiewit-talk.slack.com/archives/D018L0CG677/p1597140678058900)

Our payday is the 1st of each month , we can send payment through [veem.com](https://slack-redir.net/link?url=http%3A%2F%2Fveem.com) or wireTransfer  
We can update the salary later, but we can offer 3500 USD in the first month