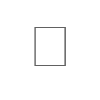
**Transcript**

May 5, 2025, 1:55PM

 **Juan Tello** started transcription

 **Anton Guldinskii** 0:03  
In general, assessment is the procedure where the person who is going. So if EPAM all of the promotions title promotions from.  
A.  
A2 to L3 and from L3 to L4.  
Are should be conducted via this assessment process, at least for data.  
Data scientists I will not speak about all of the titles, like all of the roles for data scientists, it's.  
The rules.  
The majority go through, so it looks the following. The current like state of the of the of the process.  
So you need.  
You will need to solve for some coding task.  
Where you will be provided some with some data set.  
It's a tabular data. Most often it's classification problem.  
Some binary multi class classification.  
And you will have 2 1/2 hours for that.  
So the task you will be solving on the background, it means that you will dedicate time that is convenient for you to do that.  
And committee experts, the people who are going to review the task are not going to, you know, be present and this time on the meeting with you and.  
Over, you know, looking at how you.  
Making the solution.  
After you you've created your solution, you submit it via e-mail.  
For instance, your artifacts.  
It can be notebooks, some binaries.  
Some people in preparation in advance for the solution.  
They have some utilities.  
I don't know some visualization scripts, et cetera, et cetera.  
Some people do that.  
Some people don't do that.  
So yeah, you finalize your solution and share to the committee.  
Do you have questions so far or is it clear?

 **Juan Tello** 2:19  
Yeah, that's that's pretty clear. The as far as the coding assessment task it it you know classification used to be 9080% or something.  
Of what used to do as as data scientist nowadays.

 **Anton Guldinskii** 2:32  
Mm hmm.  
Mm hmm.

 **Juan Tello** 2:37  
Probably 90%.  
But yeah, I think that's that's pretty clear. The the classification research is it's a very important sort of.  
Basic.  
Umm, you know?  
Theoretical.  
Task that it's good you know, insight into understanding of machine learning.  
So pretty interesting.

 **Anton Guldinskii** 3:03  
Mm hmm.

 **Juan Tello** 3:04  
Yeah, mostly.  
Probably Python is gonna be its, you know it in Python, maybe with a little app or something.  
Yeah, I usually.  
I've gone to grow, grow to like to put solutions in something like streamlit.  
Something that.

 **Anton Guldinskii** 3:25  
Hmm.

 **Juan Tello** 3:26  
Gives good interactive kind of visualization for presenting results. Things like that.  
Almost like a like a good Jupiter notebook.

 **Anton Guldinskii** 3:39  
Yeah, I haven't encountered any case before where people went further rather than some Jupiter notebook.  
So usually it's some Jupiter notebook which has EDA section where people.

 **Juan Tello** 3:50  
Mm hmm.

 **Anton Guldinskii** 3:59  
Explore the data.  
Look for the different features, apply different filterings.  
Put some comments there.  
It's a good practice.  
Is that people do put some comments in the notebooks because for the committee it will shape their understanding of how the solution was.  
Understood. In the broader context of like let's say business, of course it will be some toy data set, but.  
During assessment, what is being checked and what is significant is how.  
To understand how the candidate how the person actually sees the.  
Problem mathematical problem, data science problem in the broader context of the business because.  
Yeah, it's not.  
It's not just, you know, optimize.  
Some particular metric?  
It's, uh, always good when the person can actually formulate.  
Why this particular metric was chosen?  
There should be some kind of rationale behind that.  
It may be not perfect, but at least if the person keeps that in mind and sticks to that and shows that to the committee gives a good impression overall. What I'm talking about.  
Most often is something like I chosen precision because.  
In my problem, it's more you know it's more important not to.

 **Juan Tello** 5:31  
OK.  
Yeah, precision versus recall and why it matters more to have errors or false positives or or false negatives and things like that make sense, yeah.

 **Anton Guldinskii** 5:33  
Yeah, yeah.  
Yeah, to I'm too tired to to tailor it to the business problem that you will have in your datasets.  
So usually datasets, they do have some description to put you in some context.  
Yeah.  
Well, that's regarding solution.  
And you haven't passed preassessment, right?  
Oh.

 **Juan Tello** 6:03  
Pre assessment I I requested.  
Yeah. No, I I haven't gone through it.  
I requested a a session so I was waiting to see the confirmation for that.

 **Anton Guldinskii** 6:17  
Yeah, because this one is actual assessment and that's.  
It it will have like.  
The this the impact on the decision or on the title promotion, let's say and preassessment is basically the same procedure copy pasted, but it is done in usually in advance before the real assessment.  
To get you familiarized better with the whole process.  
And to reveal the gaps, possible gaps in theory and understanding.  
And yeah, just maximize the chances that everything goes smooth on the on assessment.  
Uh.

 **Juan Tello** 7:06  
Wait, will I?  
Do you know if I will receive a e-mail about the confirmation for the pre assessment as well? Like I it that's one of the things that's not super clear to me. What the next steps are.  
Or should I just go back to the level up page and check for?  
Updates.  
There.

 **Anton Guldinskii** 7:31  
I I received the request for you for the real assessment from the from, so that probably means that.  
Some person actually create if not you, but some person.  
For you created this request and it was assigned to me.  
I will check from my side.  
Maybe pre assessment is not required.  
Here if you do want to have that before the real before this session.  
We can communicate that.  
And discuss it with your resource manager and with people who.

 **Juan Tello** 8:12  
Yes. So it it was mentioned that it was optional. The pre assessment they were asking if I if I wanted to and then he said I I I do want to.

 **Anton Guldinskii** 8:18  
Uh huh.

 **Juan Tello** 8:24  
So I did request a a pre assessment session as well.  
But I I don't know if if that request has been taken up yet.

 **Anton Guldinskii** 8:38  
All right, let me let me check.

 **Juan Tello** 8:41  
Skill, but yeah.

 **Anton Guldinskii** 8:44  
Let me check on Preassessment portal.  
If it's there.

 **Juan Tello** 8:57  
Is it?  
Is it pre assessment that?

 **Anton Guldinskii** 9:03  
Pre asmt.epam.com.

 **Juan Tello** 9:10  
3.

 **Anton Guldinskii** 9:12  
Pre asmt.  
Like there is asmtepam.com and there is pre SMT.

 **Juan Tello** 9:22  
OK, OK.

 **Anton Guldinskii** 9:26  
Well, I don't see.  
I don't see your.  
Request so if you.  
Actually want to first have preassessment.  
Then you would probably need to clarify it with resource manager so that.  
That Preassessment request was prioritized and created first.  
Because now we're talking about, you know, the assessment and it will not make much sense if you first, if we schedule your assessment session and then you will, you know wait for pre assessment.  
That's not how it works.

 **Juan Tello** 10:10  
I see.  
I see. I see. And is it a pretty similar experience on in the portal like you have to upload your your CV and your?  
Umm PowerPoint.  
Like it looks just looking at the page here, it looks very similar.

 **Anton Guldinskii** 10:22  
Yeah.  
Yeah, it's identical. Both the portal and both the procedure, they are identical.  
They are.  
The purpose is to actually, you know, make a rehearsal of.

 **Juan Tello** 10:37  
Right.  
Can I just share my screen for a SEC?

 **Anton Guldinskii** 10:41  
So.

 **Juan Tello** 10:42  
Let me ask you.

 **Anton Guldinskii** 10:43  
Yeah.

 **Juan Tello** 10:45  
About.  
This.  
So in this in this page. OK, so I see there's repairing and submitting documents participating in assessment related training.  
Updating and supporting so I don't actually see.  
A link.  
Is this how we do it?

 **Anton Guldinskii** 11:08  
It is so silly.  
Is being automatically created based on how you populate your telescope or your past project experiences.  
It's been so if you click on CV it will.

 **Juan Tello** 11:22  
So here is already. It's already attached yes.

 **Anton Guldinskii** 11:25  
Yeah, yeah, it's automatically generated.  
So what you need to attach here is your PowerPoint presentation.

 **Juan Tello** 11:32  
Upon when I see your code here.

 **Anton Guldinskii** 11:33  
Actually I see other files it's.

 **Juan Tello** 11:39  
Huh.

 **Anton Guldinskii** 11:41  
Other files require documents, other files.  
But assessment to self presentation should be actually the in required documents.

 **Juan Tello** 11:54  
In here. So this one. Yeah. So I would just put it here.  
And I would go to the basically same thing, he said.  
I wasn't quite clear that.  
That it is a kind of separate process.  
I was thinking because I already uploaded it to the assessment.  
I thought it was there already.  
OK.  
So this and that.  
This one doesn't require a business justification, I imagine.

 **Anton Guldinskii** 12:31  
Oh, I think that no. If you submit, it will fall into the.

 **Juan Tello** 12:37  
Yes, province.

 **Anton Guldinskii** 12:41  
E-mail notifications for people and they will share it in our chats and basically the same people will receive those same requests for pre assessment and assessment.  
And yeah.

 **Juan Tello** 13:02  
OK, OK.

 **Anton Guldinskii** 13:02  
All right.  
In this case.  
You first will finish with that and then we will.  
We will do the real session. I think that that.

 **Juan Tello** 13:18  
Makes sense?  
Makes makes sense.

 **Anton Guldinskii** 13:20  
In the meantime, I can if you want.  
Tell you from my side how it looks like. Again, the process of procedure to finish what what we've started.

 **Juan Tello** 13:32  
Please please.

 **Anton Guldinskii** 13:33  
So yeah, after you upload the artifact.  
Send the artifacts of your coding task.  
There are two sessions usually.  
With experts with the committee.  
The first one is around 45 minutes and.  
Is dedicated solely to reviewing your technical solution.  
Whereas the 1st 10 minutes you go go, do you walk, you share the screen and walk the committee through the notebook. You explain what you what you've done, why you've done that.  
Etcetera, etcetera, etcetera.  
Then the rest of the session.  
The committee asks you question on whether why you, you know, choose that metric, why you chose that model, why you did that, why you did not do that, et cetera, et cetera.  
That's usually how technical session looks like.

 **Juan Tello** 14:35  
OK. And as far as?  
Like documentation or or.  
Literature that you would use, for example for for a solution like that.  
Does it play a part in in your presentation to to show like where you you know if you use the chapter in a book or or some website or or some Gen. AI or something.  
To give you.  
A basis for for your solution.

 **Anton Guldinskii** 15:12  
Hmm.

 **Juan Tello** 15:13  
What's the the the the expectation regarding things like that?

 **Anton Guldinskii** 15:20  
Interesting question. I see that you already plan to have some fundamental approach. I haven't heard of anyone asking that questions.  
I mean that thorough like.  
Scientific approach to that.  
Usually it's it's a simple notebook which do have some which does have some, let's say, conventional parts like EDA.  
I don't know.  
Checking of for multicolinearity feature I would I would call it feature selection, maybe feature generation.

 **Juan Tello** 16:04  
Yeah. I mean there's or something like that.

 **Anton Guldinskii** 16:04  
Something like that.

 **Juan Tello** 16:06  
There's usually some kind of recipe that classical things that you check, you know, some data cleanup, some data type, some some date conversions, you know nulls you know not available data, things like that.

 **Anton Guldinskii** 16:13  
Yep.  
Mm hmm.

 **Juan Tello** 16:25  
Things, things like that.  
But I usually when thinking of something like that, I would maybe.  
I have my favorite books.  
And like Gith, GitHub repos that have some basic templates for.  
Some solutions for depending on the algorithm that you're using that you can that usually make your own adapt from from from a basic template or something like that rather than.  
Going, you know, straight into the problem.

 **Anton Guldinskii** 17:01  
Mm hmm.

 **Juan Tello** 17:03  
Without a kind of larger.  
Plan, you know.

 **Anton Guldinskii** 17:09  
You know.  
That may look interesting.  
I would take a look at such solution that will be interesting because usually they do look some kind of, you know pretty similar.  
So you can try if you.  
If 2 1/2 hours will be enough for you to I I I would suggest to do the following so.  
If you have time for EDA and that may take a significant amount of time usually.  
And that's not something you can actually prepare much in advance because you get the data only at the time when you get the data.  
Yeah, well, you can use some profilers, some visualization scripts.  
But.  
At times they fail at particular datasets, so EDA should be.  
A thorough thing.  
Here, because yeah, sometimes some features needs to be paid more attention to make. There can be leaky features et cetera, et cetera. Then feature preprocessing.  
Like data splitting, modeling, those parts are kind of you know.  
Obligatory yeah, I would say because without that you are not able to provide any solution.  
Very important thing is.  
Feature importance that will be good if you include some of the analysis of.  
Your model results.  
Some analysis of the metric that you that you you've chosen.

 **Juan Tello** 18:54  
Yeah.

 **Anton Guldinskii** 18:55  
You can compare different models. Some people have time to include some kind of hyperparameter optimizations also.  
But those are optional. If you are able to include them, that will just contribute to the overall impression of your solution.  
So yeah, have a structure of what you will have in your solution and then if you do manage to have to stick to that structure, if you.  
Add some additional resources on top of that that would additionally.  
You know, make your solution even more perfect.

 **Juan Tello** 19:41  
Beautiful.  
Great, great, great. So what about?  
The feedback from the from the presentation.  
How does that usually play out like I would go through my my presentation trying to make it in time and then how's that usually evaluated?

 **Anton Guldinskii** 20:06  
Right. So what we've talked so far is only technical session where we do not.  
You ha uh, we ha.  
We haven't yet touched your presentation, so it was solely based on your technical solution and questions regarding technical solution the next session.  
Is usually called the main 1:00 and it's 1 1/2 hour.  
And during this session.  
We first.  
Listen to the candidates self presentation and for that.  
11:50 I would say 1015 minutes is the maximum. For that I I I saw your presentation and.  
I really like that.  
But I think that it's.  
I don't know how you present, but from just the amount of slice it seems that it will take longer than.  
15 minutes because it has 20 something slides, so it has to be, you know, less than a minute per slide and it's pretty loaded with textual information.

 **Juan Tello** 21:19  
Yeah, that's a good point.  
I have to make sure because some some slides really are meant to have as a kind of backup and meant to be presented quite quickly. Like I don't wanna go into architecture for solutions that of our delivery too much unless somebody has questions or maybe the feedback you.  
Know it it some of them are meant to be spent a little bit more time on but but some of them are are really meant to to just be there as a kind of a kind of a backup.

 **Anton Guldinskii** 21:43  
Mm hmm.

 **Juan Tello** 21:48  
But if I can.  
Is it possible for me to adjust a little bit of the the presentation even after I submit it like before the like I'd like to maybe make it more concise just to make sure I can get it in 10-15 minutes.

 **Anton Guldinskii** 22:05  
Of course, of course you can submit updated versions however many times you want regarding the, let's say, supplementary things that may be required for you to illustrate some of your project activities, I would suggest to put them at the end of your presentation and not to show unless.

 **Juan Tello** 22:12  
Great.

 **Anton Guldinskii** 22:27  
Someone will ask if the question pop up pops up.  
About some project right?  
And about the architecture on the project, you can you know.  
Oh, take it up and show right away.  
But usually it is.  
I can share with you my presentation.  
It is for L4 assessment.  
But it is pretty similar in terms of structure.  
Usually people draw some time line of their projects.  
At EPAM or other companies. And then?  
One slide per project, if there is, there are no so many projects. Some people have like 10s of projects or 10.  
Then they condense them.

 **Juan Tello** 23:23  
Yeah.

 **Anton Guldinskii** 23:24  
Usually, yeah, basically.  
Because they do not put a lot of the textual information on the slide they speak.  
That allowed, but on these slides are usually very very short.

 **Juan Tello** 23:38  
I see.  
I'd love to take a look at yours if if you could share it for sure.

 **Anton Guldinskii** 23:43  
Yeah, yeah, sure, I will share.

 **Juan Tello** 23:46  
How long have you been lead data scientist?

 **Anton Guldinskii** 23:50  
Or lead data scientist.  
Or I think from last year I I I really don't remember.

 **Juan Tello** 23:54  
OK.

 **Anton Guldinskii** 23:58  
Maybe from the beginning of last year.

 **Juan Tello** 24:02  
Anywhere with EPAM, for how long?

 **Anton Guldinskii** 24:05  
Oh.  
Five in half year I you know I for some reason I don't remember exactly 5 1/2 years I guess.

 **Juan Tello** 24:15  
Since pandemic.

 **Anton Guldinskii** 24:19  
Yes, since.  
2019 yeah.

 **Juan Tello** 24:25  
All right. Right before.

 **Anton Guldinskii** 24:27  
Yeah, little bit before.  
Well, yeah.  
So that's regarding presentation.  
And after that, the committee, after you present your experience, the committee will ask you the questions on your projects.  
What was done by you exactly? So the questions may be towards the particular project.  
And they can be to the broader scope of what is being supposed to to be known by data scientists of L3.  
From the domains that you are.  
Like showing in your presentation.  
I saw that you highlighted.  
Gen. AI llm. Experience.

 **Juan Tello** 25:26  
That's right.

 **Anton Guldinskii** 25:28  
Yeah.  
So, apart from Gen. aim, do you have experience with like different?  
So to say domains like classical MLP, what I mean by classical is something like hugging face models.

 **Juan Tello** 25:44  
Nltk.  
Things like that hugging face.

 **Anton Guldinskii** 25:48  
Yeah.

 **Juan Tello** 25:50  
Well, mostly.  
Theoretical and and and kind of.  
Like like doing exercises and and and exploring and playing around.  
I not in a in a business sense.  
But you well, hugging face, it's still quite current for things like.  
You know embeddings. For example, we get from from hugging face, things like that. Sometimes I pull a model for reranking from from, from, from hugging face or or some sort of.  
Tfidf.  
And.  
Kind of embedding TF IDF based embedding for visualization, things like that.  
Yeah, hugging Phase I I I use sometimes but but not. I wouldn't say like very classical NLP.  
Like Spacey or or or nltk.  
That's mostly my knowledge of that is mostly through training and and doing exercises. I I never had a chance to apply it in in a business setting yet.

 **Anton Guldinskii** 27:18  
Mm hmm.

 **Juan Tello** 27:19  
You know, and Jenna I's taking up so, so much of of people's requirements.  
Nowadays.  
The.  
There was one project that was more numerical in nature in in our current engagement that required.  
More.  
Non Gen. AI stuff mostly around spark and you know big data and visualization and.  
Correlations. Kinda more, more, more numerical type analysis. But at the end we.  
We we did hook up a little bit of Gen. AI for the use of sales sales assistant project. That was very interesting.

 **Anton Guldinskii** 28:11  
Uh huh.  
All right.

 **Juan Tello** 28:14  
Yeah. Well, and and outside of Jenna, I'm as you were asking.  
I will some some basic computer vision.  
Classification. Regression.  
Things like that, you know.  
You know, we call it dimensional dimensionality reduction, clustering, things like that.

 **Anton Guldinskii** 28:42  
Mm hmm.

 **Juan Tello** 28:43  
I wouldn't.  
I don't call myself an expert in that, and in those things, but, but I have some some understanding of the of the algorithms. I I think to have a a background in in applied math.  
Mechanical engineering.  
So and always towards numerical modeling little bit. So I tend to to go a little bit deep on on on what the numerical stuff is behind of all all these solutions even even in Transformers and things like that.  
I really enjoy trying go pretty deep into what's going on.  
Numerically, even though.  
It not.  
It doesn't show up too much in in the type of work that we do, if you understand.  
What do you call it?  
Attention or or or flash attention or embedding something like that.  
It's very it's very tenuous, but it's my preference is always dig into those things and and and and mostly because I enjoy it.

 **Anton Guldinskii** 29:53  
Mm hmm.  
And that's really, really good, because on the assessments.  
Experts tend to actually ask those theoretical questions on what?  
What's attention mechanism is how embeddings are being generated, how the order of?  
Or how the transformer block understands the order of words, because it's not consecutive, it's a parallel.  
So those things are being actually asked, uh during assessments so.  
It is expected from the candidate not just to know you know how to use the tool out-of-the-box, but to also have some understanding of how it works.

 **Juan Tello** 30:37  
Yeah, yeah.

 **Anton Guldinskii** 30:44  
So yeah, and that's actually.  
More relevant even now, because with Gen. AI.  
You, especially with API based models, you don't actually need to know anything about, you know, even data scientist, even data science people.  
Some people think like that.  
I think that is a bit misleading.

 **Juan Tello** 31:14  
It is.

 **Anton Guldinskii** 31:15  
That you actually should be data scientist.  
You should know the basics of how experiments are being, you know, conducted, et cetera.  
But overall, the simplicity of using API based models. It allows to people without any kind of experience, just politely ask the model to do anything and it will do.  
And the reason you know, impression that you know.

 **Juan Tello** 31:38  
Yeah.

 **Anton Guldinskii** 31:44  
You don't need a kind of a data scientist, but.  
That's where knowledge of how those models are working under the hood.  
Comes into play.  
And yeah, data scientist should know that.

 **Juan Tello** 32:00  
Right. You know, like when you use fine tuning versus you know rag and Y and things like that, you know, sometimes it does come useful. Like I remember this discussion we had with the client where, you know the some llm's they really like to repeat the Qu.

 **Anton Guldinskii** 32:00  
Because.  
Mm hmm.

 **Juan Tello** 32:16  
Right after you ask it, it's like, how do you do xyc in the context of blah blah, blah. And then the LLM will go and say in order to do XYZ in the context of blah blah blah you would and then the clients like.

 **Anton Guldinskii** 32:18  
Mm hmm.

 **Juan Tello** 32:29  
Why are you repeating the the question to me every single time?  
I would like you not to do that.  
You know, just give me the answer in one word.  
That's all I want.  
Just the answer and I was like, you know, you have to understand how these models work.

 **Anton Guldinskii** 32:42  
Mm hmm.

 **Juan Tello** 32:45  
They kind of think with the words.  
And they kind of use computation with all the tokens.  
So it's OK to let it?  
Speak a little bit before getting to to the answer. If you try to force it to give you.  
The answer in one word it you're you're not allowing it to use the the the whole thinking that that it can and and this this is a lot more evident now with all this thinking models where they can give you a very good answer if you just let.  
It, you know, Babble for a long time and then and then it gives you the answer.  
But if you try to force it to just say the answer in one in one token.  
And there's not a lot of thinking that it can do.  
Inside, that's a pretty interesting.

 **Anton Guldinskii** 33:34  
Mm hmm.  
Yeah.  
So yeah, overall the main session is about asking you questions about your past experience, past projects, and asking question on general.  
Wide range of domains that you are highlighting in yourself.  
Presentation particularly for you.  
It's Gen. AI llm.  
So I would be prepared for the questions on.  
So you worked with only API based, right?  
Side of.  
Or have you also worked with open source?  
Models.

 **Juan Tello** 34:17  
No, honestly, never had.  
Well, there's a little bit of that for model.  
We had to experiment with some time tuning.  
In in Databricks, but it's mostly mostly API based, you know.  
It's always been on data bricks for this project, which is almost when when you're now going and it's, yeah, we we've used the ones that they host themselves.  
Or or AWS.  
Or or Azure.  
Never really had a chance to like.  
Going to the code or or download some weights and play around with that. I I I did a little bit of that for some of the nonproject.

 **Anton Guldinskii** 35:01  
Mm.

 **Juan Tello** 35:07  
One of the non project.  
Talks that I gave was about this method for LM evaluations, not not evaluations.  
Evaluations were fixed, but the the the whole point of the project was to to do a recipe for data selection.  
It was interesting, probably by Apple, where they would do a competition for who can create best data set.  
For for training LMS so they would not allow you to.  
To play with your training script or your evaluations.  
Evaluations are always based and the training was always based. The only thing you could do was pick a size for your model.  
And.  
And then start from like a huge.  
Corpus of data and then see how you can throw out all the garbage and come up with something really good for just just evaluation data set and that that was very interesting 'cause. It was completely open source like completely, you know, data code, training evolves, everything's comple.  
Open source.  
I unfortunately have GPUs to to use for for that kind of thing.  
But I did get.  
To to really look at the code and and and see how you assemble. You know different types of Transformers or make sure of experts and and and actually you're the generation of your.  
Your data set by applying all sorts of interesting filters.  
Umm.  
I'm. I'm. Yeah, super interesting that, that, that kind of stuff.  
Unfortunately, it's not the day-to-day of of, of the type of solution building that we do. But you know it's always good to have interests kind of parallel to to to our work.

 **Anton Guldinskii** 37:14  
Yeah, I would. Still, if that's not absolutely not a problem that you did, you didn't have that in your project experience like open source working with open source model.  
But I would still expect to get the questions on how the model's trained overall.  
Like rlhf, different flavors of that.  
Would still.  
Expect questions on fine tuning and performance efficient fine tuning, Laura's different prefixes, stuff like that.  
Some optimizations on Transformers that you've already mentioned, like flash attention.  
That usually people also ask regarding API based models. I would expect questions on.  
I don't know the most popular hyperparameters.  
What temperature do PK?  
On structured output generation on functions calling.  
Yeah, basically on the tooling, which is.  
Which API based models offer?

 **Juan Tello** 38:38  
Maybe we don't get to agents and MCP and things like that so.

 **Anton Guldinskii** 38:42  
Agents. Yep, Yep.

 **Juan Tello** 38:43  
That's pretty since.

 **Anton Guldinskii** 38:46  
Agents for people may ask about agents as well.  
So yeah, and regarding the feedback.  
After both Sessions are finalized.  
The Experts Expert Committee provides their feedback back.  
Committee had.  
Then summarized it and shared the summarized feedback with your resource manager and then based on that resource manager is actually deciding what to do.  
So in case of the pre.  
Vious like semaphore system. There like green means that the committee decides overall that you are ready for promotion.  
Like right way yellow? Yellow means that there are some gaps that may be covered within.  
I don't know up two weeks.  
Up to several months and usually means that.  
It's either there are too many gaps, gaps, or I don't know in some very very extreme cases.  
This people are getting.  
To reassessment basically to, to, to repeat the process.  
I haven't encountered that last case.  
But it starts at. That's also a possibility in case of its pre \*\*\* pre assessment.  
You are.  
Respect to the green, yellow and red needs uh, the decision when you can come to realize and if we're talking about real assessment that uh shows to your M when he can create the actual promotion request for you.  
So.  
Is that potentially if you have questions?

 **Juan Tello** 40:47  
Super helpful.  
I really like glad I I recorded and I will make some some notes and definitely come up with a study plan.  
Both for the classical kind of as well as the the more Gen. AI based one. I think it's gonna be fun.  
Process to to brush up on on, on, on all those things.  
And hopefully.  
The the process.  
Goes smoothly.  
If I if I end up, you know, if I have some additional questions, I will shoot you a message if that's OK and maybe just right now just to clarify the kind of you know milestones sort of at the beginning.  
So.  
You you mentioned there was. When I get my data set for the for the coding task.  
I would get it.  
I would have two 2 1/2 hours right to develop the the solution and then and then I have 45 minute session right after that.

 **Anton Guldinskii** 42:07  
Mm hmm.

 **Juan Tello** 42:07  
So I need a kind of a a longer block of time, you know, blocked out for for for that thing. And I would know ahead of time when I'm going to get my my data set.

 **Anton Guldinskii** 42:19  
Yes, we or if it were talking about preassessment.  
We will define when you will solve the task and it's usually not the same date when the actual.  
Technical session with review of the task takes place.  
Usually you solve the task and the next day or in in couple of days you will have the day when you present the task because it's already like 2 1/2 hours and 45 minutes.  
So that's big part of the day.  
So usually people separate that on different sessions and then on the on some other days.  
It will be main session, so it's kinda, you know, three days.  
Sets.  
The standard for situation.  
When it it takes like 3 days.

 **Juan Tello** 43:15  
OK. And do you think it's probably going to be mostly people from Europe in the community?  
So it probably in the early early hours of May Day usually.

 **Anton Guldinskii** 43:26  
I believe yes, I believe.

 **Juan Tello** 43:28  
Yeah.

 **Anton Guldinskii** 43:28  
So that's going to be the case.  
Yeah.  
That may be a little bit problematic, but I think that.

 **Juan Tello** 43:40  
That's OK. I mean, actually the mornings are not too bad for me because.

 **Anton Guldinskii** 43:40  
We will solve the problem.

 **Juan Tello** 43:45  
Stuff kind of kicks.  
In and then the client so early in the morning, I usually have time for. You should be like.

 **Anton Guldinskii** 43:53  
So tell me, what's what's your like, early, early hours was when we can start sessions?

 **Juan Tello** 44:06  
8:00 AM for me is is usually.  
At the time, I mean, I don't.

 **Anton Guldinskii** 44:12  
And this is central.

 **Juan Tello** 44:16  
So this is GMT -5 usually so.  
Right now it's.  
39 for me so.  
So what are you doing now?

 **Anton Guldinskii** 44:35  
All right, I've made a note.  
OK.  
Alright, so let me on my side ask about the whole context around.  
Your assessment?  
And if we will clarify, if you do really want to 1st pass preassessment and then we will probably freeze the assessment.  
Request or we we may not freeze it.  
We may even, you know, schedule it, but.

 **Juan Tello** 45:10  
Reschedule for June.

 **Anton Guldinskii** 45:11  
1st.

 **Juan Tello** 45:13  
We think.

 **Anton Guldinskii** 45:13  
Yeah, we can do.  
We can do that, but if you first want to pass preassessment the the date for this assessment for this request will be kinda tailored. Like you know, decision on when it is appropriate to have will be based on the pre assessment you know.

 **Juan Tello** 45:35  
OK.  
All right, so this a similar thing will happen.  
It will be assigned to somebody and you think they will probably come, you know, get into touch with me to come up with a date for the pre assessment.

 **Anton Guldinskii** 45:52  
They may or they may not.  
Some just assign right away probably.  
I don't know.  
I usually reach out to people.

 **Juan Tello** 46:02  
Great. Yeah, I'll be.  
I'll be on the lookout.  
I think it'll be very helpful to have a kind of a dry run.  
For the pre assessment so real session it kind of goes more smoothly.

 **Anton Guldinskii** 46:13  
Mm hmm.  
Yeah, that's true.  
That's really, really helpful to get familiarized with.  
What is expected?

 **Juan Tello** 46:26  
Ask you about the designation of a A2. A three, what is L?

 **Anton Guldinskii** 46:33  
Oh, good question, I don't know.  
Maybe it stands for level?

 **Juan Tello** 46:38  
OK, but it's your data scientist, yeah.

 **Anton Guldinskii** 46:39  
Like.  
A A.  
Yes.

 **Juan Tello** 46:44  
OK.  
An Li don't know.  
Is it so it's analytics or?

 **Anton Guldinskii** 46:51  
Li.  
Think it stands for level level.  
Level 2 is middle data scientist, Level 3 senior.  
Level 4 is lead.  
Level 5 is chief, etc etc.

 **Juan Tello** 47:04  
OK.  
Got it. Got.  
All right. Thanks so much, Anton. This is been very helpful.  
I will be on the lookout for reassessment.  
And I guess if that goes smoothly and and I pass.  
Should I reach out to you and will the system? I guess the system doesn't really link the two processes, right?

 **Anton Guldinskii** 47:35  
No, it's not link, but we'll be touching.  
We will coordinate on even before you know reassessment.  
I will ask right now.  
It may be you know some person will tell me that.  
I don't know if you your resource manager wants to have it like ASAP.  
There are different cases for for for that and different, you know, intentions behind the candidate and RAM and the whole situation.  
Yeah, we'll just be in touch and coordinate. If anything, we will discuss no problem.

 **Juan Tello** 48:15  
Beautiful.  
Great. Thank you so much, Anton.  
Appreciate you reaching out.

 **Anton Guldinskii** 48:19  
Right.  
Yeah. Thank you, Juan.

 **Juan Tello** 48:22  
Thank you.

 **Anton Guldinskii** 48:23  
Oh, have a nice day. Bye bye.

 **Juan Tello** 48:24  
I'll see you soon.  
Bye. You too. Bye.

 **Juan Tello** stopped transcription