Tell me about yourself

Field	Content
Current role	Sr Software Engineer at Tesco working on a principal role
College	After my CS Degree I worked in a few domains ecommerce, healthcare, finance
Brief experience	I've been in this industry for 15years, I wore different hats frontend, backend, infra.
	worked with different languages, designed, maintained, lead teams, developed systems at scale in different stages, introduced agile practices and processes, and worked in big companies as well as startups
	During my career I've lived and worked in 4 different countries
Current role details	My role is to ensure that the requirements are clear and delivered w/ quality and on time.
	That means clearing out blockers, clarifying the requirements with stakeholders and clearing technical challenges before implementation.
	I also like to ensure that we're delivering with quality and considering a long term strategy with our approach, sharing knowledge and introducing tools such to improve our tech stack and development time
Outside of work	Outside of work, I work on my own project, teach people coding, and one actually got a job which is great. I love to eating good food at reasonable prices but would splurge unreasonably from time to time
Wrap up	To wrap up, I'm seeking a role that allows me to leverage my experience and passion to make a significant impact.
	I'm particularly drawn to the challenges of large-scale systems and eager to contribute to their success.
	I'm confident that my skills in software engineering, leadership, and knowledge sharing will be valuable assets to any team.
	I'm also excited to continue learning and growing as a professional in the years ahead.
Next 5 years	I would be an expert in distributed low-latency systems but still very hands-on. Expert meaning blog, conference
	Happier role

Challenges

	Project 1	Project 2	Project 3	Project 4	Project 5	Project 6	Project 7
	Inventory System	Healthcare System	Standard Chartered	Global Ad/platform	E-commerce / CRM	Apenza TV	Tesco
Mistake/Failure	Scope creep	scale, EAV records,hundreds of millions in first few months	Strong Agile ethics	Being autonomous to members in India	Service is not so scalable	Outsourcing code quality was not bad but also not great, lots of duplicates	Overutilised resources, immature knowledge of infra/tools/architecture
Enjoyed	Everything was new		Project was completed on time	unit testing, componentization, own product	Implementing CD, Agile, Kubernetes, Frontend architecture, Scaling	More impact to the business since the project is new and it's customer facing,	Opportunity to understand, propose, and share
Leadership	4 members	20 members (15 outsourced)	3 members	10 members india, some in brazil	4 / 6 members	4/6 members / Codebase doesn't follow existing formatting, linting, / Added automated tests, for other developers to give an example in frontend and backend	6 members, 2 in poland
Conflicts	Midnight work with team		Strong Agile ethics vs waterfall	Some uncommit and not transparent	Timing, lots of late work	Refactored code as part of feature changes	Lack of improving system, ie. jenkins w/ variables
What would you do differently	Clarify the requirements early, discuss with team and the client		Use JSON, not available at the time, move to cloud / Sell it more and make the PO understand	Be stricter (it only applies if you have strong ethics)	Start with ECS or EKS, Do more PMF research before going in	Consolidate the code with existing codebase in monorepo	Assist the team earlier in distinguishing contexts

Structure your answer approaches

1. Nugget (Overview, what your response will be about)
2. SAR (Situation, Action, Result)

How did you make an impact here?

	Story 1 (Inventory System)	Story 2 (Healthcare)	Story 3 (Standard)	Story 4 (Global Ad)	Story 5 (EC/CRM)	Story 6 (Apenza TV)	Project 7 (Tesco Favourites)	
Nugget	I didn't know much	Messy project	Issue with my boss	Big team (Commitment issues in india team)	Ineffective processes		Millions of costs wasted on cloud, manual efts, Frugal	Event driven approach
Situation	Appointed as a lead for 4 members, based on past performance. / at this point, I didn't know anything about building system from a ground up / Had to let go to one of my members	Recreate a new system from ground up that was written in COBI / Project has been going on for 2 years but doesn't seem to progr	Short term project 3 months 3. No time for unit tests, clean code	1. No CI 2. State of application is not good - monolith (port from ja 3. Merge issues	1. Implement CD, idea of clicking a button 2. Decide on one UI tech stack 3. Unit test, automated tests 4. Implement scrum / agile - sprints, planing/ XP practices 5. Implement EC functions (search, add to cart, item pages) 6. Talk with other engineers, guide junior engineers, PO, CTO, 7. Design and gather requirements 8. Knowledge sharing, tool introductions 9. Setup instances / EKS / GCP clusters 10. Implement PDF rendering, news tags, caching on react 11. Acceptance test with Gauge / Selenium 12. Migrate to ECS Fargate 13.		1. Overutilized resources 2. Lack of knowledge on tools 3. Manual deployments 4. Being Frugal and awareness of costs of services	Status quo, barchest.
Action	1. Understand how Servlets work, how to package a war, / how it is deployed 2. Understand the use of frameworks "Struts/Srping" 3. Implement those frameworks and share the / knowledge with the team 4. Gathering a requirement, modelling a system, identify function 5. Stay with team throughout the process 6. In-house application/server 7. Had to let go of one of the members because he wasn't performing basic tasks	1. Know the status of the project, Spaghetti 2. Requested to restart project from start with the Company 3. As one of the drivers, company hired directly 4. Setup a spring project in WAR files, maven 5. Write unit tests and introduce framework like Hibernate/JPA 6. Work with DBA's, Engineers, Nurses, Engineering Manager 7. In-house application/servers / No code standards / No tickets no requirements kept on changing	1. Guide junior developers to code 2. Introduce TDD and how it can reduce time 3. Write sequence / class diagram to clienfs architect to discuss the approach 4. Share tools that we euse 5. Talk to the director because of the issue 6. Manager/Director after the project was happy and said i can continue as is	1. Introduce Git Flow 2. Development of Display Ads 3. Drive for Componentization/Refactoring 4. Designing DB, new features 5. Unit tests / Integration tests 6. Implement DB versioning with Flyway 7. Talk with devs , product owner, u/ux, overseas at india 8. Cloud-based services 9. G8 migration 10. Gradle migration			1. Evaluate the resources that are utilized, instances, app 2. Setting reasonable limits on applications, node affinity, arm machine 3. Streamline deployments across GB/IE	Event driven approach
Result	Application was eventually released	Well operating application for healthcare system	Application was delivered and the client (standard chart) is happy, the director of the c	Maintainable system and good process among the team	Scalable applications and good team dynamics		Cost savings of 440k annual, more streamlined deployments, and team	More real-time systems, easier integration

Technical decisions and choices, how to scale the application?

Behavior

				Story 5
Initiative/Leadership	Candidate resolved the situation by addressing it head-on			Gathered infra/cbo/devs to understand the release process.
Empathy	Tried to understand what was happening to the person			
Compassion	Even if it's not harming the team , he's not angry at his teammate			Based on my experience propose what can be done so it could be better
Humility	Candidate is able to admit his own flaws			Initiated lunch with other members from other departments (Sales, HR, etc.)
Teamwork/Helpfulness	Candidate worked with teammate to breakdown projects into manageable chunks			Share a common language between team members
				Integrating team

Questions:

Can you tell me about how your team are organised?
What needs to be done a year from now to know that the hire is successful?
Can you tell me about your technical roadmap for the next 3 years?
What challenges are you facing and what would you like to improve?
What have you learned at XXX so far?
Day-to-day for this role?

Engineer Manager Questions:

Can you tell me about your experience managing engineering teams?
How do you approach setting and achieving engineering goals?
Can you give an example of a particularly challenging project you have led and how you overcame any obstacles?
How do you ensure that your team is staying current with industry developments and new technologies?
How do you foster a culture of collaboration and communication within your engineering team?
How do you handle and resolve conflicts within the team?
How do you handle underperforming team members and address any issues?
Can you walk me through your process for project planning and execution?
How do you handle communication with other departments and stakeholders in the company?
How do you prioritize and manage competing demands on your team's time and resources?

Engineer Questions:

Can you tell me about your experience designing and developing software systems?
How do you approach solving complex technical problems?
Can you give an example of a particularly challenging project you have worked on and how you overcame any obstacles?
How do you stay current with new technologies and industry developments?
How do you approach code reviews and quality assurance?
How do you handle and resolve conflicts with other team members or stakeholders?
How do you mentor and guide junior engineers on your team?
Can you explain your experience with agile development methodologies?
How do you ensure scalability and performance of the systems you develop?
Can you tell me about a time when you had to make a difficult trade-off between short-term and long-term goals? How did you approach it?