

# Work at Solace

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We're an early-stage startup on a mission to empower patients, improve outcomes, and restore the promise of the U.S. healthcare system.



## Solace Engineering Assignment

 **Congratulations!**

You are here because we think you could be a good fit to join our team here at Solace!

We're looking for someone who can both work within a team but also independently break down large tasks into manageable pieces, implement beautiful UI with precision, and know when to ask for help. We hope you're the person we're searching for! 🚀

### About the assignment

Below, you'll find an exercise we've chosen to represent the work you may encounter in this role. There is no single right answer — we've left it intentionally open-ended to understand how you think. Our goals with this challenge are to:

- Learn as much as we can about how you think about code, improve existing code, and add features to a new code base.
- Require as little of your time as possible. By limiting this to 2 hours, we hope this is manageable with your busy schedule.
- Demonstrate your ability in our stack.

### Use of AI Tools

We recognize that AI tools (e.g. GitHub Copilot, Cursor, Claude, etc.) are commonly used in day-to-day engineering work. You're welcome to use them for this take-home project. However, we expect you to fully understand and take ownership of the code you submit. If you're invited to the next stage, you'll be asked to walk through your implementation and answer questions about your approach. Please make sure you've reviewed everything you submit and can confidently explain your decisions.



We recommend spending no more than **2 hours** working on this. If you find yourself going over this time limit, feel free to simply share what you would have done with extra time in `DISCUSSION.md`.

## Background

At Solace, we aim to match patients with the advocate who is best suited to their needs. To support this goal, we have a table of all of our advocates with some information about them that the patient can search on to find the best match. For this assignment, we have an initial version of this table built in a NextJS application, however it was built by an AI chimpanzee who hadn't had his latest update yet so it's full of bugs, bad patterns, and performance pitfalls.

## The Assignment

Download the repo:

 solace-candidate-assignment.zip 62.8KB

You should **open up one (or several) PRs against the main branch of your repo** with your bug fixes and improvements. Organize the PRs however you like, but be sure to include in the PR description why you made the change and why it's an improvement on the previous code/implementation.

The app is configured to return a default list of advocates. The README has instructions on configuring the database and seeding it with advocates.



Please make all API calls to the NextJS backend and avoid Next server actions. We want to test your knowledge of both frontend and backend so assume that the API server is a separate application. We've kept this a full stack NextJS app for convenience.

## Tasks

1. Fix any glaring bugs and anti patterns.
2. Improve the design UI/UX to make the experience better for prospective patients. We value design heavily at Solace so feel free to flex your skills in this area. The repo is set up with tailwind but feel free to use any styling framework you'd like.
3. Consider both frontend and backend performance improvements. Assume we have a database of hundreds of thousands of advocates we need to search through.

Feel free to be creative if you see any other improvements you think are worth spending time on!

## Deliverables

1. Submit the assignment with a link to the cloned repo with the PRs of your changes on the previous page in the notes section. If private, please add alyant and mwrather to the GitHub project for the Senior Full Stack position.
2. Add whatever extra notes you want to `DISCUSSION.md` explaining any other improvements you'd want to make if you had more time. Note that we aren't evaluating you on your familiarity with Markdown but feel free to add formatting if you wish.



We'll review and get back to you as soon as possible. **If you are not comfortable making your assignment public, please reach out to the recruiting department and we will provide an alternative solution.**