

There are two components to the interview. An interview can be 60-90 minutes for a single component or 2 hours for both (should the candidate wish to separate them)

## Component 1 – Technical Interview

The objective is to allow the candidate to demonstrate their technical hands-on capabilities. Times Higher Education (THE) feels that asking candidates to create technical work specifically for this interview is not an effective or fair way to interview.

Instead, we want to interview around work that the candidate is familiar with. This can be work that they have performed in their previous roles, that can be shared with THE in a legal and ethical manner.

The work can be shared beforehand (preferably) or can be presented on screen during the interview. The candidate should talk through the work and explain the problem it is solving and how it works.

Detailed technical questions will then be asked.

Alternately, they may choose to implement the follow requirements:

### THE Alternative Technical Test

Please use your personal cloud account or have the code running on your laptop.

Refer to the following public API <https://ipapi.co/#api>

Build the following:

- a graphql server in node using any appropriate library
- an endpoint in the server that accepts an ip address as a query string, or POST
- The endpoint should return the same results that the public API does. However your client must NOT call the public API directly, it should use your server and endpoint
- A unit or integration test for your API endpoint using any framework you choose

Extend the API in the following ways:

- A new field is returned called “region\_plus\_code” that returns the values of “region” and “region\_code”

where `region_plus_code` = `region` + “|” + `region_code`

- The existing endpoint or a new endpoint allowed a comma-separated list of ip addresses and returns the results for each one

## Component 2 – Working Style and Team Fit

Discuss how the candidate:

- works with others
- solves problems
- deals with stressful situations
- Manages themselves and their work
- Other topics as desired by the interview panel

## Interview Participants

Rex Cooper (CTO), who you have already met  
(Optionally) Matt Brown – Head of Software Engineering  
(Optionally) John Ennis – Tech Lead