

# COGS187 Skill Inventory

Ethan Chan - A11221627

1. Provide a screenshot of job description:

[http://www.crunchyroll.com/jobs/12265/detail?gh\\_jid=12265](http://www.crunchyroll.com/jobs/12265/detail?gh_jid=12265)

## Director of Engineering

Engineering Team | San Francisco

As Director of Engineering, you will be responsible for day-to-day team management of the company's engineering team, which spans across web, app development (mobile, PS4, Xbox), payments & subscriptions, and API services. We are at an inflection point in the business, where we are anticipating 10x growth, and we need a strong Director of Engineering who can lead the team through this growth phase. With our flagship product Crunchyroll, we have built a strong and vibrant anime community and along the way we have grown organically as the business has grown. We are now at the point where we need to bring Dev Ops, QA, and development together to implement the practice of continuous integration, ultimately rationalizing our entire build pipeline and evangelizing agile principles within each scrum team. We are looking for someone with a unique combination of practical experience and strong teaching skills, so that our teams are set up for success. Through mentoring, teaching, and reviewing, you help other engineers make sound architectural decisions, improve their code quality, and get out of their comfort zone while leading cross-functionally to ensure product owners, QA, designers, and scrum masters are all performing above expectations in their roles.

### Responsibilities:

- Implement best practices in agile scrum and continuous integration by working across product, development, QA, and dev ops teams
- Mentor individual engineers and implement best practices such as pair programming to ensure that individuals are growing in their careers
- Refine product planning process by stabilizing and measuring team velocities, so that we can more accurately hit release dates
- Work with leadership to define headcount requirements and execute against hiring plans to scale up the engineering team
- Build alignment with company executives, product, and your own teams to define software roadmaps and execute release schedules
- Build cross-functional agile teams that include front-end, backend, app dev, QA, design, product, and scrum masters to modularize the organization and set us up to scale
- Present steady pulse of regular engineering progress updates in company all hands events
- Plan team building events and activities that promote trust and collaboration among staff

### Requirements:

- At least 10 years of industry experience in a variety of contexts, during which you've built scalable, robust, and fault-tolerant systems.
- Mastery of efficient software development practices
- Solid knowledge of the whole web stack: front-end, back-end, databases, cache layer, HTTP protocol, TCP/IP, Linux, CPU architecture, etc.
- Superior teaching skills
- Ability to set the right hiring standards within the company and successfully recruit new engineers to build out the team
- Strong communication and interpersonal skills with a unique ability to explain and distill broader concepts as they relate to technical task-level Jira activities
- Relevant college degree(s)

2. List your current skills and mark your level of expertise with an X. The skills you include should be relevant to your job interests. Here are some typical examples that some of you may wish to include if you want to be a front end designer. If you want a different job the list might look very different.

Current Skills	Needs Improvement	Proficiency	Mastery
Django		X	
Node.js / Express		X	
Rails	X		
React.js		X	
Angular.js	X		
Python			X
Javascript			X
Ruby	X		
MySQL	X		
HTML			X
CSS (SASS, Stylus)			X
Bootstrap			X
C		X	
C++		X	
Java		X	
BASH			X
Git			X
Heroku	X		
Linux			X
Mac		X	

Windows		X	
Japanese	X		
Leadership		X	
Low-level web stack	X		
Streaming content	X		
Agile development		X	
Mobile development	X		
Communication skills		X	
Technical scalability	X		
Company scalability	X		
Teaching ability			X
Large team experience		X	

3. Go through your chosen job application and list its requisite skills (all of them, not just 187A related skills). Here are a few a UX designer might find. You should do a minimum of 5 skills for yourself.

Desired Skills
Large team management, ability to synchronize several technical teams (product, development, QA, dev ops)
Working knowledge of best practices and implementation techniques across a broad spectrum of platforms and languages
Ability to organize and utilize team metrics (velocity, etc.) in order to ensure efficient delivery of products
Implementation and practice of agile methodologies and principles, with well-rounded knowledge of other practices
Ability to effectively disseminate prior knowledge and experience through mentorship and pair programming
Communication skills

Experience with upscaling a company, including:

- Promoting rapid growth
- Building scalable, robust systems
- Implementing efficient hiring procedures, guidelines, and standards

Deep knowledge of web stack (perhaps intricate knowledge of PHP), especially content delivery and streaming