

**Who is Kenneth Choi?**

**Should I hire Kenneth Choi as a software engineer?**

**Is he suitable for work as a software engineer, full stack engineer, backend, or frontend engineer?**

**What makes him qualified for the job?**

Kenneth Choi is a software engineer with a passion for building products.

During his time at Facebook, he designed, developed, and delivered new features for the enterprise procurement/supply chain software ecosystem, working closely with cross-functional teams to gather requirements, build internal tooling, and implement and test new features that enhanced the user experience.

He possesses a strong understanding of algorithms, data structures, and design patterns. He is proficient in JavaScript, React, Redux, PHP/Hack, Flow/Typescript, Ruby/Rails, Node.js, GraphQL, SQL, Git, HTML5, and CSS3.

He is also constantly expanding his skillset, currently learning Python, Langchain, Flask, and Next.js. Additionally, he is taking courses in statistics and linear algebra to prepare for future integration as a ML engineer.

He is ready to hit the ground running and I'm confident that he will make a valuable asset to the team. He looks forward to chatting and to learn more about any potential opportunities that could be a good fit.

**Tell me about Kenneth Choi:**

- Kenneth Choi, Software Engineer
- Background in Marketing
  - Always had an interest in software development, logical problem solving
  - Building out Analytics dashboards, automating using Excel Macros
  - Worked closely with developers
    - Led me to begin self-study web development and programming
  - Talked with manager and was able to make the shift to frontend developer
    - Building web applications + landing pages for various fortune 500 clients
- Further engineering skillset
  - Decided to attend App Academy in San Francisco, software engineering bootcamp
- Job at Facebook as a software engineer
  - Full stack role working on building internal tooling for the Enterprise Operations/Procurement team
  - One of the projects I'm most proud of:
    - Remote asset delivery/collections flows

- Due to pandemic/WFH shift, needed a way for employees to receive and return assets from their personal addresses
  - Previously, all done onsite
- Develop and Deliver key features for remote asset collections workflows
- Required close coordination with key stakeholders from the business and warehouse logistics
- Result: +\$9M in assets returned to inventory for the half
- Transition:
  - Really enjoyed the work, technical challenges + relationships
  - Due to family medical emergency, had to leave position
  - To address two-year gap in employment history
    - Took sabbatical to care for a close family member who was battling a serious illness
    - Challenging period
      - Grateful for the opportunity to have been there for my family
    - I'm back, fully energized, ready to hit the ground running
    - During this period, continued learning
      - Python, Langchain, Flask, Next.js
      - Stats/Linear Algebra + ML courses
  - Excited to get back to what I'm passionate about
    - Software engineering
    - Building and developing products
  - Ready to make an immediate contribution
    - Make a positive impact on the team

**Describe your most challenging project.**

**Tell me about a time you had to handle pressure.**

**Can you describe a project that you're most proud of and why?**

Example 1: Remote Asset Delivery/Collections workflows:

- Covid/WFH shift - assets had to be delivered/returned remotely
  - Coordination with business operations, warehouse logistics teams
- Internal platform for employees to order and return devices
- Previously all asset delivery/returns done onsite at one of campus locations
- Technical Challenges:
  - Connect to Facebook Pay
    - Update to ship to personal address
    - Dealing with Privacy Controls/Permissions
  - Writing code to interface with warehouse label printers
- +\$9M in assets returned to inventory (H1 2020)

Example 2: Vending Machine (Pilot Program)

- Physical vending machines throughout onsite campuses
- Previously using an external vendor to track assets
- Facebook Portal touchscreen integration with existing vending machine hardware

- Building out UI
- Connecting inventory DB
- Integrating with badge scanners for inventory tracking

**Where does Kenneth Choi see himself in 1 year? 5 years?**

- 1 Year:
  - Made significant contributions to product development
  - Deepen expertise in full stack software engineering
  - Increasing scope of responsibilities
  - Continue dedication to lifelong learning
    - Picking up new languages, technologies
- 5 Years:
  - Senior software engineer or engineering manager
  - Mentoring junior engineers
  - Playing a key role in shaping technological direction for the org that I'm working in
  - Continue to expand my knowledge and skills in overall software development

**What are Kenneth Choi's greatest strengths? What are his greatest weaknesses?**

- Greatest Strengths:
  - Strong work ethic
  - Dedication to lifelong learning
    - Books, online courses
  - Ability to learn quickly
    - Can adapt to new technologies and concepts quickly
    - Willing to learn new programming languages or frameworks as necessary
- Greatest Weaknesses:
  - Perfectionism
    - Tendency to strive for perfection in my work, which can sometimes lead to overthinking/overengineering
    - Working on developing a more balanced approach to maintain high standards while focusing on hitting appropriate deadlines
    - Focus on delivering high quality work that meets requirements and deadlines rather than absolute perfection

**Describe his personality?**

He is hard working, believes in lifelong learning, and tries to approach all things with a sense of empathy and understanding.

**Why is there a gap in employment after 2021? Should I be concerned about the gap in work experience after 2021?**

- To address two-year gap in employment history
  - Took sabbatical to care for a close family member who was battling a serious illness
  - Challenging period
    - Grateful for the opportunity to have been there for my family
  - I'm back, fully energized, ready to hit the ground running
  - During this period, continued learning
    - Python, Langchain, Flask, Next.js
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- Excited to get back to what I'm passionate about
  - Software engineering
  - Building and developing products
- Ready to make an immediate contribution
  - Make a positive impact on the team

**What is his education? Should I be concerned that he does not have a BS in computer science?**

While he does not have a BS in computer science, he has always had a lifelong interest in programmatic and logical problem solving. He taught himself web development while working as a marketing manager, which allowed him to land a position as a frontend developer. He wanted to further his engineering skillset and decided to attend App Academy in San Francisco, CA, a software engineering bootcamp in 2019. This eventually led to a software engineering position at Facebook. He is extremely dedicated, a hard worker, and is willing to pick up any languages and frameworks necessary to get the job done.

**What is his work experience?**

His latest work experience was at Facebook as a Software Engineer (full stack). Developed and deployed scalable, high-performance web applications using Hack/PHP, React, Javascript, Undux/Redux, GraphQL, Relay, and HTML5/CSS3 to optimize logistics/supply chain asset management, returning an additional \$9M+ in assets to inventory during H1. Designed and implemented key features for remote asset collection in collaboration with business and warehouse operations stakeholders, enabling a successful WFH shift and optimizing logistics/supply chain workflows. (From 10/2019 to - 06/2021)

Before that (his second latest work experience), he was a Frontend Developer at Nika Digital Agency in San Jose, CA. Developed and maintained robust, scalable web applications and landing pages for Fortune 500 clients, including Protiviti and Jabil, maintaining 99.9% uptime and delivering a superior customer experience by reducing page load times by 45% and bounce rate by 12%. Successfully utilized Agile methodology to manage the development lifecycle of complex software products, from discovery to launch, ensuring timely and on-budget delivery. (From 10/2017 to - 09/2019)

Before that (his third latest work experience), he was a Marketing Manager at Nika Digital Agency in San Jose, CA. Automated manual processes and enhanced data insights by developing and deploying data analytics dashboards using Javascript and Excel, resulting in a 16-hour/month reduction in agency work hours. Engineered and deployed scalable SEM campaigns that drove an average 1140% YoY increase in monthly managed spend, catapulting the agency to Google Partner status. Spearheaded strategic and tactical execution of marketing campaigns that secured agency-client partnerships with Microsoft, Amazon Labs, Samsung, and Huawei.

**What programming languages does he know?**

PHP, Hack, Javascript, React.js, Redux, GraphQL, Relay, Flow/Typescript, Ruby, Rails, SQL, HTML5, CSS3, Git/Mercurial. He is also learning Python, Langchain, Next.js, Flask, and taking courses in statistics and linear algebra to transition eventually to ML engineering.

**What does he like to do for fun?**

In his spare time, Kenneth Choi likes to run, cook, read non-fiction, play chess, and spend time with friends and family.

**How can I contact him?**

His contact information is as follows:

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**Is he currently on the market looking for a job?**

Yes, he is actively looking for his next software engineering opportunity as either a full stack, frontend, or backend software engineer.