Take Home Interview - Frontend Engineer

Congratulations, you have been selected for the next round of interviews with Reffie (see our hiring process documented [here](#))!

The next (and last technical) step in the interview process is a take-home interview. Your task consists of two parts:

1. Mapping the Problem Space
2. Design & Coding

Your goal is to complete the tasks and discuss your solution with Reffie engineers in a 45-minute meeting. You will be asked to justify your choices and what other alternatives you considered.

Estimated time to complete: 3 hours

Problem Space

You are designing a user-designed, domain-specific automation component (similar to Zapier, ITTT, iOS shortcuts), as its "product owner". The domain is engineering candidate interviews and the users will be hiring managers / hiring engineers. Assume the existence of a platform for hiring which allows sending emails to candidates and categorizing them into stages (screening, round 1, round 2, etc.), attaching notes and metadata to candidates, and attaching resumes, and interview scores.

This is a deliberately vague task that will showcase your ability to take a complex project and break it down into building blocks. For this section, consider what the requirements could be. Please write out a table of requirements/features in whatever software you feel comfortable (for example a Google Doc). Please label features with whether you would include them in the MVP or whether you would save them for a subsequent iteration. Please additionally categorize these features in a way that makes sense to you, if you were the product owner (for example, you might label a feature as frontend-only or backend-only so it could be handed to appropriate junior developers). Be creative with the potential features for vNext, especially since you will not have to actually build these features.

Please write a brief description of choices/tradeoffs you made for the MVP and be prepared to defend those choices during the interview.

Estimated time: 30 minutes

Architecture & Design

Frontend

Please mock up the frontend of your MVP in React + TypeScript - specifically, just the view to create the automations. Do not write any backend or networking code, provision any infrastructure, or use any databases. Instead, you can statically define backend responses such as the user object, candidates, etc. You can use local storage to persist data. You do not need to define routing or pages to view candidates, upload documents, etc. Simply design and implement the view to create the automations.

Consider cases where a hiring manager is filling multiple positions, and the platform might be used by large organizations with many applicants.

Make a note of any websites you used as reference. Make sure your end product is shareable in the context of a Google Meet interview.

Estimated time: 2:30 minutes

Please create a private git repository with your solution and share it with the interviewers ahead of the call (use the email ` dbkats@reffie.me `). Make sure to include instructions on how to run your solution in a README file. Solutions using Vite + React + TypeScript are preferred.

Estimated time: 1.5 hours

Time to Completion

You will be given 1 week to complete this assignment (although shorter is better). When you are ready, please email careers@reffie.me to arrange an interview slot.

For the coding solution, please email a link to a private git repo (Github, Gitlab, or something else) when you schedule the call, and make sure the interviewers have access.