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# What does Companies look for in you?

## Facebook:

* Bold - risk-taking,
* Impact – take up tough challenges. collaboration with real human beings
* Move fast – fail fast. took the initiative
* Be open – constructive criticism. Open cube seating. And collaboration
* Build social value -

# Amazon:

* Customer driven

# Tell me about yourself

Current:

            working as a Advanced software engineer at Altera. I work in a team responsible for a java based system design tool called Qsys.

Background:

            Background is in Computer science and networking.

·         Undergrad in India.

·         Masters in Telecommunication and Networking at UPenn.

My area of interest in my masters was in Internet web systems, distributed systems, software engineering, big data.

After College:

·         After graduation Worked as a full stack web developer for primepay in pennsylvania.

·         I was designing database tables, Sql views, implement backend asp.net MVC 3 features, as well as front end features in jquery, javascript, AJAX, css.

Currently:

            I was attracted to the technical scene in the west coast and I wanted to try my hand at a totally new domain where I am not familiar with - so, I moved to Altera,  Hardware based company, manufacturing FPGA IC’s.

# Current Company

## Tell us about your current position

## your department's most recent success

# Why are you switching from your company?

# Ideal work environment

# what you’re looking for at

## Facebook:

1. Challenging work where I can make a meaningful impact.
2. Fast paced environment where I can build things quickly fail fast and re-iterate.
3. An open culture where my work would be reviewed and given constructive feedback, which would help me grow

# Why are you interested in?

## Facebook:

The first and foremost for me is that I will have the ability to impact the lives of billions of people around the world. I truly want to say, I make the lives of people better and I want to wake up every day excited to go to work.

Technically – it’s one of the largest and most complicated system. You guys tackle the hardest technical problems in large scale that has never been seen before. I want to be a part of it and contribute and learn from talented and greatest minds along the way.

Culture & Atmosphere – I know facebook promotes openness and collaboration like no other company and I love that. Its hard to achieve that but I have heard from of your co-workers that every is trusted to do the right thing. And also, with facebook’s no walls, open cube setting, Friday meet and greet with Mark, just proves its not just words and that’s where I see myself fit it.

In short, it’s the best place to work in the world.

# what you would improve/change at

## Facebook

1. Facebook media / Video player. Youtube has set a standard and there is a lot to catch up in that regard.
2. Curb Fake news promotion
3. News feed search or browser. By date or by category etc
4. Trending news – more topics, subscription etc.

# What does it mean to be successful?

# Where do you see yourself?

## 1 Year:

## 5 Year:

## 10 Year:

## 20 Year:

# What would you like to learn at?

## Facebook

# Strengths

1. I think from customers point of view/business perspective. I deliver what I agreed upon and make sure they use it. I have been complemented specifically by my clients.
2. I good at building systems that are heavily tested. I am proud to say that I don’t have a single bug filed in features that I have developed over 3 years at Altera.
3. Fail fast. I usually work in iterations. I usually try to get the whole flow working with minimal feature set. Later, I will keep iterating and improve on it.
4. I am a good listener and patience.

# Weakness

1. I am pretty direct in expressing my opinions. I give credits where its due but, I bring up things if they aren’t right. Some people have been offended by my way of expression and I am learning to adapt how to express my view to different people to get the message across and get the best out of them.
2. Sometimes I am pretty brash and bite more than I can chew. I have taken up things that can’t done within a reasonable timeframe and I have suffered from it.
3. I am not good at solving abstract mathematical problems and equations. I usually convert them to concrete examples to solve that first and then abstract the solution.

# Why should we hire YOU?

*What can you do for us that someone else can not?*

# Accomplishments

# What are you most proud of?

1. Building Qsys Pro.
2. In 2013, after a public release, 13.1 of Quartus 2 tool, the Hard Processor team realized that their core did not work with DeviceTree Generator. It was a crisis situation that they had to release a service pack in order to provide support.

I had to build a feature that HPS team will be utilizing in order to make it work. The unfortunate part was they did not have a clear definition of requirements. I had to implement the given requirement just to realize that they did not have enough resources to work. So, I had to build another new feature which will have a very minimal work for their team.

I had to be in constant communication with the other team in Penang, Malaysia and I was able to deliver successfully.

I was later appreciated by the other team manager. He came over to my cube, showed me the full effects and features that my work enabled.

Such appreciations are the ones that I am really proud of.

1. appreciated by my director for helping out my colleague under critical time in the middle of the night.

# What was the best decision you ever made?

# Team Work

## How do you collaborate with their peers?

## How do they resolve conflicts?

## prefer working alone or in teams?

# Conflicts & Disagreements

## Supervisor

## Peers

## people disagree with your ideas

## people don’t like you

## How do you deal with conflict?

## Time when you advocated for and pushed your own ideas forward despite opposition?

# Competitiveness

## How do you deal with competition? Are you a competitive person?

# Taking Initiatives & Lead

## example when you took initiative and lead the project

## Requirements were ambiguous

*Give me a scenario where the requirements were ambiguous, what did you do?*

## What motivates you to go the extra mile on a project or job?

# Creativity

## most creative thing you have ever done

# Mentoring

## How do you like to give and receive feedback?

# Goal Setting, Planning & Failures

## An important goal you had to set

*Tell me about your progress in reaching that goal. What steps did you take?*

## Example of a problem you faced on the job

*How did you resolve it?*

## Example of most challenging project

*and what is that one thing you would have loved to do differently*

  It is a feature that I had to develop in C++ and QT framework in a particular release. that 3 to 4 months really stretched my comfort level I have to agree.

I have never worked in c++ before. I have to learn c++ from scratch. learn QT framework.(UI framework used for the product) . I had to learn internal API's and standards used within Altera.

And the added pressure of this UI feature was going to be the go to feature for all of Altera's users. It came up right on opening the tool.

Apart from this I was also fixing bugs and building time critical small feature requests in Java that others were waiting on.

At one point I had 4 different workspaces 2 for c++ , 2 for Java for 4 different codebases. switching from c++ coding to Java coding multiple times within a day. I also had to test my c++ features that it worked in windows and linux.

Yeah. that particular release was very crazy.

Do differently?

## Situation where you messed up & Learned from your mistakes?

*Describe a situation where you messed up, or your results were not up to your supervisor's expectations. What action did you take? Were you discouraged by this?*

**Situation** */* **Task**:

It was the last day of code complete deadline for a release, and everyone was scrambling to get the code checked in. As a result, the automatic build system was broken which would validate the changes going in. I had last few changes to be checked in for the release and it was a simple bug fix.

**Approach**:

I fixed the bug, wrote few tests. Ran them locally and created a change set and tried to submit. As, the build system was broken, I couldn’t get it approved though the system and I had to get it approved manually. So, I asked my boss to give approval so that it could be merged. I got the approval and submitted. I was supposed to fly the same day out.

My change caused build breaks and a lot of people were unable to submit their changes. As, I was travelling I couldn’t address the issue quickly as well. So, it happened to be that I got complacent because it was a simple fix that missed a file in a change set and it merged because of manual approval.

**Results**:

* I apologized for my mistake to my boss for making her look bad in the org as she had given her approval and promised that this never happens again.
* I decided to never ask for manual override, as it increases the chances of breaks and if incase I have to get manual override, I would double check everything.
* Personally, it’s a lesson for me that I shouldn’t be complacent no matter the size of the work you I am doing.
* Also, I have decided to take up the broken build system that we have as a side project to fix it, so that we won’t have to suffer in the future.

# Retrospection

## Not very satisfied with your own performance. What did you do about it?

## What could you have done better?

*If you could go back in time and do one thing better what would that be ?*

# Passionate about

## Technologies

*What kinds of technologies are you most excited about?*

## Tell me something about yourself that is not on your resume

# How will you fit in a start up?

- even though I worked in a big company, my team is very small, consisting of 6 members.

We kind of operate like a start-up with extra burden of being in a corporate. We hold daily stand ups, we have a open desk setup, everyone is encouraged to question and comment on the code of others. The codebase is so huge that no one knows all parts of the code. So, collaboration is not just encouraged but more of a necessity.

Being at a large company, we have internal clients who we have to talk to directly and implement features for them. Most of the time they don't know what they really want from the infrastructure and we have to work with them to define the spec and implement. I usually provide quick prototypes to my clients so that they can test and provide me an opportunity to fine tune and rework if its necessary. I think that is one of biggest strengths. I make sure my clients are using my feature successfully.

So, I think I would fit in very well in a real startup.

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