BetOnMarkets

- Career Opportunity –
Chief Technology Officer (CTO), BetOnMarkets.com

The area: IT Development

The BetOnMarkets IT Development department is tasked with developing the BetOnMarkets website to meet the needs of the Company's Product Development department. Our IT Department makes extensive use of technologies such as Perl, xHTML, CSS, JSON, AJAX, Javascript, jQuery, and develop using open-source Linux-based platforms and tools. The team functions as an Agile development team, alternating between methodologies such as Scrum, Kanban, or XP depending on project needs. The team's production code is designed to withstand the rigors of a high-traffic 24-hour e-commerce website.

The role: CTO

The Chief Technology Officer's primary responsibility is to assure the successful execution of the company's business mission through the development and deployment of the company's IT resources and code-base.

This code-base is comprised of over 300,000 lines of code in the Perl programming language (in a Linux environment) and is managed by a team of 12 Perl developers (whose size is expected to grow to 15-17 persons in 2010).

Responsibilities:

- Full-suite of responsibilities of a CTO of an e-commerce company, including strategy, architecture and design, planning, operational integrity, security, budgeting, IT recruitment, training, mentoring.
- Participation in the top-level management of the Group including strategic direction.
- To lead the development team in:
    - developing robust production-ready code in the Perl programming language.
    - developing front-end platforms using latest Javascript libraries.
    - re-factoring and optimizing complex legacy code.
    - delivering tested, self-documenting and Quality code.
    - actively contributing to the architecture and planning of the code base.
    - managing the Agile development process.

Requirements:

- Strong management experience commensurate with the responsibilities of a CTO of a transactional e-commerce website.

- Exceptional coding talent.

- Knowledge of Perl/PHP, MySQL, AJAX, JSON, xHTML, CSS, Javascript, jQuery/YahooUI/other Javascript libraries, and related technologies. Strong Perl expertise is highly desirable.

- Ability to write Quality, self-documenting code, preferably using test driven development.

- Enthusiasm for Linux and open-source platforms.

- Motivated, self-starter.

Location

This position will be located at the Company's offices in Cyberjaya, Malaysia.

Recruitment Process

Regent Markets undertakes a comprehensive recruitment process designed to select the most talented candidates for any given position, and seeking to ensure alignment and fit for both parties. The recruitment process is comprised of the following steps:

- Completion of the attached talent test.
- Short-listed candidates are invited for an interview / completion of the SATI (Self-Assessment Topgrading Interview) questionnaire.
- Interviews with key members of the management team.
- Reference checks with previous employers.
- Job offer.

RECRUITMENT TEST – CODING TALENT

A high-traffic e-commerce website such as BetOnMarkets.com requires robust and quality code.

Please review the following code and list all the problems that you see with it. Please list <u>all</u> the coding errors/poor coding practices that you can see in this code.

```
sub output
{
        print "<ul>"
        $conn = mysql_connect( "mysql.foo.org:412", "kum", "overmoon" );
        mysql_select_db( "kum", $conn );     #selects a database
        $q = " SELECT * FROM main WHERE id > " . $_GET["id"]. ";";
        $res = mysql_query( $q, $conn);
        while( $row = mysql_fetch_assoc($res) )
        {
                print "<li>".$row['description']."</li>";
        }
        print "</ul><br><ul>";
        $q = " SELECT * FROM main WHERE id < " . $_GET["id"]. ";";
        $res = mysql_query( $q, $conn);
        while( $row = mysql_fetch_assoc($res) )
        {
                print "<li>".$row['description']."</li>";
        }
        print "</ul>";
}
```

RECRUITMENT TEST – MANAGEMENT KNOWLEDGE

1. Team building

Explain your understanding of how to build high-performance teams.

2. Motivation

Explain how to create employee motivation.

3. Management

Detail your preferred management theory.

4. Alignment

Explain how you create alignment in a team.