**- Introduction:**

Hello, my name is Austin Lee and I live in Walnut, CA. I am a senior full stack developer with 10 years of experience in modern web programming, specializing in JavaScript and its frameworks and libraries. My expertise includes React, Typescript, Node, and AWS. I have also worked with various React-based UI frameworks such as Material UI, Styled Components, and Bootstrap, as well as custom-built frameworks. In addition, I have experience with cloud platforms for serverless structures using AWS Lambda, DynamoDB, API Gateway, AppSync, SNS, and SQS. My daily responsibilities include writing test-driven code, collaborating with team members, and solving complex problems.

**Day to Day Responsibilities**

* Design and develop software components as planned in the sprint
* Provide peer feedback with team’s PRs, technical design reviews
* Deliver modular code with high test coverage
* Participate and contribute to team sprint activities and commitments
* Partner with team lead, project manager and architects in aligning with sprint and project deliverables

**- Previous role and recent project:**

I previously worked as a full stack developer at Peakk, a digital marketing agcency based in Orlando, Florida. One of the projects I worked on was an Auto Poster app for Shopify eCommerce stores. This app allowed users to schedule automatic postings of their products to social media platforms like Facebook, Twitter, Instagram, and Pinterest. We also built a useful image editor tool that allowed users to customize their product images by adding frames, stickers, and text elements. The application was built using the React/Node stack and our team consisted of six members. As the main front-end developer on the team, my primary responsibility was to build individual components and integrate them into the necessary pages in a way that maximized performance for data integration between components and across page navigation.

**- Environment, tools, and culture:**

As a full stack developer on the team, I spent 60% of my time working with React JS on the UI and 40% on API development using Node/Express and GraphQL. We followed Agile practices with two-week sprints and PI planning. At the beginning of each sprint, we would assign tasks to each developer and give status updates on our progress every Monday, Wednesday, and Friday morning. We used tools such as Jira, GitHub, Sentry, Slack, and Microsoft Teams Meeting. We also had regular meetings for standup, dev team sync-ups, sprint retrospectives, and even happy hour.

**- What happened to your last job?**

I wanted to work from home but they started going onsite this year.

The other reason is I was seeking promotion within the team, but there were no opportunities for growth. So I thought it would be better to leave Tapcart and find another position.

**- What are you looking for in the next role?**

I feel more comfortable when I work from home rather than the office. So my next role would be 100% remote. Also I’d like to keep working with Javascript stack and I prefer an agile team environment.

- Strengths:

As a remote developer, I am proactive, goal-oriented, reliable, self-structured, and hard-working. I have a strong ability to quickly learn new things and enjoy exploring new methods and approaches. I have a polite, positive, and professional manner towards my colleagues and members of the public. I am a good listener and attentive to people's needs, and always try to help where I can.

- Weakness:

In the past, I have sometimes struggled with a kind of confidence.

- Questions:

* Why is the position open?
* How many people are they going to hire?
* How big is the team and what is the tech stack for your current project?
* What would I be doing on a typical day?
* Is the work hard?
* What is going to be my task if I join?
* How big is the team? Team of 6 people for Marketing Technology project
* What would be my role? Your role would be in helping build Serverless Framework and this would be 6-12 months project. They have already build the structure.
* Is this a new project or ongoing? This is a new project. They did similar work for another division
* Am I replacing someone else, or team needs an additional resource? No, you are not replacing anyone
* Whom will I work with and report to? You will be working directly with manager who will interview on Monday 6/5
* Are most of the team people working PST hours or in different location? Yes, all the people working are on PST hour

1. What technologies are going to use for this Marketing Technology project?
2. How soon they need someone to start? You can say you are available immediately.

**- Why are you interested in XXX?**

I am interested in XXX because the tech stack aligns with my background and I am always eager to learn new things.

**- What would you say is your greatest weakness as a software engineer?**

You: "Thank you for asking. I believe one of my greatest weaknesses is my lack of experience with [specific programming language or technology]. While I am proficient in several programming languages and technologies, I am aware that there is always more to learn and I am constantly seeking out opportunities to expand my skills. To address this weakness, I have been actively learning through online courses and hands-on projects, and I am excited to continue growing and developing my skills in this area. I am also open to any training or development opportunities that may be available through this role."

**- What about other areas where you feel you could improve as a software engineer?**

You: "Sure. Another area where I feel I could improve is in my debugging skills. I sometimes struggle with debugging code, especially when the error is not immediately obvious. To improve, I've been practicing my problem-solving skills and learning more about best practices for debugging. I've also found it helpful to take breaks and come back to the problem with a fresh perspective, as well as to ask for help or feedback from my team when needed.

Another area where I feel I have room to grow is in [specific area of software development]. While I am comfortable with the basics, I know that there is always more to learn and I am actively working to improve in this area by learning from more experienced colleagues, seeking out additional resources and training, and taking on projects that will challenge me in this area.

I also recognize that I can sometimes struggle with effectively communicating technical concepts to non-technical team members or clients. To improve, I've been practicing my communication skills by explaining technical concepts in simpler terms and asking for feedback on my communication style. I've also found it helpful to ask questions and make sure I fully understand the needs and concerns of my audience before beginning a project.

Finally, I sometimes have trouble keeping up with the fast-paced nature of the tech industry and staying current on new technologies and best practices. To address this, I've been making an effort to regularly read industry blogs and publications and attend relevant conferences and meetups. I've also found it helpful to collaborate with my team and seek out opportunities to learn from more experienced colleagues

**- Tell us about a new technology that you learned recently. Why did you choose to learn it and were you able to leverage it on a project?**

Recently, I learned about the technology called GraphQL. I chose to learn it because it is a flexible and powerful query language that allows client-side applications to request only the data they need from an API. I was able to leverage it on a personal project where I built a web app that consumes data from a GraphQL API. I found it to be an efficient and effective way to handle data requests from the client.

**- Why do you want to work at Bayer?**

I want to work at Bayer because I am impressed by the company's commitment to innovation and its impact on improving people's lives through science and technology. Bayer is at the forefront of the pharmaceutical and biotech industries, and I believe that working for the company would provide me with an opportunity to grow both personally and professionally.

**- Tell us about a challenge/problem you recently faced on a project. How did you approach solving it and what was the outcome?**

I worked on an online store(juicedbikes.com) and we had some performance issues. The website was pretty fast on desktop but not that good on mobile. The client was relying on heavy social media marketing for their products and we found the performance caused low conversions especially for mobile users.So I was given a task to improve the performance. I investigated the issues and found out some big factors that caused the website to be so slow.

I primarily focused on asset optimization and upgrading backend APIs so we can get personalized responses on the front-end. I implemented some new coding for better algorithms for minifying JS/CSS files, image lazy loading, indefinite scroll and various caching techs.

After that, the conversion started being better.

Recently, I faced a challenge on a project where I was working on a team to build a complex software system. One of the main challenges we encountered was coordinating the development efforts of the different sub-teams working on different parts of the system. I approached this problem by implementing a new agile development process, which included regular team meetings and clear communication channels. This helped us to keep track of the progress of each sub-team and identify and resolve any issues that arose. The outcome of this approach was that we were able to successfully deliver the project on time and within budget.

**Q: And so would you say that you're stronger on the front end versus the back end, or kind of equally split? How did that kind of work with your team?**

A: Yes. I would say I'm strong in both front-end and back-end development, but my experience may be slightly stronger in front-end development. I started as a front-end developer 8 years ago and I have always tried to leverage my strengths in front-end development to complement the skills of my teammates who may be stronger in back-end development.

**Q: You typically tell me how you deal with sort of the ambiguity, having those conversations directly with the business owners, or the business partners, how do you sort of move from the high-level idea to solutions?**

A: Dealing with ambiguity is a common challenge in the software development process and open communication is the key to navigating it successfully. When faced with a high-level idea or requirement, I try to gain a deep understanding of goals, objectives, and expectations through discussions. During these conversations, I ask probing questions to clarify any ambiguities and ensure that I have a clear understanding of the problem we're trying to solve. Then it's time to brainstorm potential solutions. This often involves breaking down the problem into smaller, more manageable tasks.

**Q: Tell me a little bit about test-driven development. Did they write? Did they write up specifications? How did you use those artifacts from a specification perspective, in terms of your solution design?**

A: Test-driven development is a software development in which developers write automated tests before writing the actual code. Developers must work closely with stakeholders to gather and define these specifications. This usually contains writing user stories, or a document that describes the desired behavior of the software from the user's perspective. This will fix clear and detailed requirements or user stories to guide the TDD process.

After the specifications are ready, developers must follow TDD steps, (1:writing a falling test, 2: write the minimum code to pass the test, 3: run the test, 4: refactor the code, 5: repeat, ) every time before getting into another development process.

This will enable us to construct an impeccable project.

**Q: How did you ensure code quality with the folks that you were working with? How did you hold them accountable in terms of quality, in terms of delivery schedule, etc?**

A: To ensure the production of high-quality code, I've integrated regular code reviews into our development workflow. We've established a rule mandating that every push request undergo review by one or more senior developers.

And in terms of accountability, I've found that setting clear goals and deadlines and regularly tracking progress against these goals, is essential. This includes defining project milestones, and establishing delivery schedules, for that, we need to brainstorm with the team members, and regularly communicating with team members to ensure that everyone is aware of their responsibilities and deadlines.

If issues arise or deadlines are at risk of being missed, I address them proactively by identifying root causes, adjusting priorities as needed, and providing support or guidance to help team members overcome any obstacles. By fostering a balance of accountability and transparency, we're able to consistently deliver high-quality work on time and meet our project objects.

**Q: What do you do when there are unclear requirements or ambiguity when those conversations with the client or the business owner?**

A: First, I document the requirements in detail and collaborate with other members of the team about it. After that, I report our document to the client or the business owner so that he can easily understand what is missing and unclear in the requirements. After communicating with him about the requirements, we can finally fix all unclear requirements or ambiguity.