

# PrePredicting Success

### Tech Interview Prep

## Job Info

**Job Title: Sr Engineer US Pay Level: L5 Leader of People? No**

**What are the main goals and responsibilities? How will the candidate spend their time?**

**We are looking for a highly skilled senior engineer having Java and UI (Angular & react JS) expert to join our IAM Team. In this role, you will design, create, and implement various UI application using React on redux JS, middleware/ backend Java-based, open source relational and non-relational DB solutions for the business that will range from IAM governance & compliance applications.**

**To be successful as a senior Engineer, you should have a specialist level of understanding and skill in developing a broad range of applications and proprietary/homegrown solutions as well have bug fixing for complex code. A top-notch senior engineer will be comfortable working independently and be able to deliver top-quality, error-free work on time using TTD/BDD following Agile framework with Zero touch deployment (CI/CD).**

**senior engineer will spend 70% of time for code development of New features/product bug fix and rest of the time consulting and/or working with Scrum team to transform POC/convert requirement to HDD(high level design)/Low Level Design**

**responsibilities**

1. Designing, developing, implementing Home grown Solution of full stack production build and/or enhancing existing features.
2. Developing applications and tools by clean and efficient coding by following the coding principles in IAM Space
3. Following agile practice and participate and adhere to agile ceremonies
4. Identifying, prioritizing, and executing tasks keeping the interest of the team in mind.
5. Ensuring that the software is always up to date with latest technologies
6. Documenting monitor systems and development phases. Focus should be to create a good observability pattern.
7. Collaborating with external vendors and internal teams to deliver best products
8. Maintaining the performance of the system and status quo during new feature deployments
9. Reviewing and debugging of codes of various programs or programmers
10. Automating tasks through scripting and other appropriate tools
11. Use UI Development and API development SME Skill in Java and react to fulfill the goal
12. Follow TDD and BDD for Solution implementation.

## Define the Performance Expectations for this Job

**What are the key goals for this job?**

|  |  |
| --- | --- |
|  | Success in this position would require an employee to build/test/scale/invent/achieve… |
| 1 | Design, develop and implement applications that support day-to-day operations. |
| 2 | Translate clients’ business requirements and objectives into technical applications and solutions in UI and API. |
| 3 | Execute application/system development and maintenance activities using TDD and BDD. |
| 4 | Develop solutions to improvise performance and scalability for customer success. |
| 5 | Support and address client concerns and unblock them |

## Describe your Preferred Candidate: 4 Evaluation Categories

**Tech Knowledge, Skills and Abilities**

|  |  |  |
| --- | --- | --- |
|  | **The successful candidate must know how to…** (e.g. practical knowledge of Java, ability to build an algorithm that can…, expert level SQL database understanding) | Interviewer Assignment: |
| **1** | Practical knowledge of one of the programing languages – Java or React/Angular JS |  |
| **2** | Programming, Testing, debugging skills and should quickly gather the skills necessary to accomplish the task at hand. |  |
| **3** | Understanding of the technology stack – including UI development-react/Angular, databases, networking, source code management, debugging tools, CI/CD, etc. |  |
| **4** | Passionate and customer centric with accountability |  |
| **5** | Experience in TDD/BDD is UI technology |  |

**Target Behaviors**

|  |  |  |
| --- | --- | --- |
|  | **The successful candidate must…** | Interviewer Assignment: |
| **1** | **Be Bold** |  |
| **2** | **Be Curious** |  |
| **3** | **Be Accountable** |  |
| **4** | **Be One Team** |  |

## Describe your Preferred Candidate (continued)

**Achievements**

|  |  |  |
| --- | --- | --- |
|  | The successful candidate should have achieved results like… (e.g. gathered requirements for and selected a new version control system, led a project that delivered  a high transaction software solution, built search or recommendations algorithms that could…) | Interviewer Assignment: |
| **1** | Delivered high quality code |  |
| **2** | Followed Agile practices to prototype and deliver solutions to customers’  needs |  |
| **3** | Automated repeated task |  |
| **4** | Built world class Full stack application using target technologies for IAM Solution |  |
| **5** | Be a great team player |  |

**Natural Job Interest/Motivation**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | The successful candidate should be naturally motivated to… (they should have a passion for the work (deliverables) and Target mission) | Interviewer Assignment: |
| **1** | Passion in security domain and IAM | |  |
| **2** | Curious to understand and operate end-to-end features | |  |
| **3** | Technology enthusiast and a team player | |  |
| **4** | Flexible and customer centric | |  |
| **5** | Passion to automate and build distributed system | |  |

## Interviewing Team

**Who are the best interviewers for this kind of role?**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Interviewer Role and Name** | Interviewer Focus Areas | Time Needed |
| **Phone** |  |  |  |
| **Onsite** | Jeffrey Jaynes | Technical Solution design & Security knowledge   * Jeff for BOW Review | 30 |
| Andrew Guck | * Technical Programming and system design knowledge| * Andy for Tech Screen | 30 |
| Tom Sheffield/Con T/Dileep S | interview panel  Aptitude and Attitude – behavioral Interview  Target culture and behaviors | 45 |
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