

Report id: 22313
Name: Ethan Reynolds
Role: Frontend Developer
Email: ethan.reynolds@gmail.com
Phone number: +919876543210
Interview taken in: English

08 MAY, 2025

RESULTS SUMMARY

- React: Senior
- Javascript: Junior
- Html: Mid-level
- Soft Skills: Average
- Coding Exercise: Senior

React
Tested as: mid-level

The candidate exhibits a broad understanding of React optimization including Redux, context API, React query, and memorization concepts such as useMemo and useCallback. The explanation about unit testing and snapshot testing in React was well expressed, covering user-level testing, dom coverage, and the importance of snapshot testing; however, some parts of responses were unclear and lacked proper structure. Despite the occasionally muddled presentation, the candidate demonstrated noteworthy technical knowledge.

AI rating: Senior

AUDIO OF ANSWERS

Q1. What is your approach to unit testing in React? Can you explain the importance of snapshot testing and how it is performed?

0:00 ▶ View Transcript

Ethan Reynolds

Frontend developer
Mexico

✓ Compliantly hired
\$6,000/month

Overview Bonus history Raise history Benefits Ethan's Details Settings

HOURS WORKED 1024 WORK TYPE Full-time MONTHLY SALARY \$6,000 BONUS GIVEN > \$500

PERFORMANCE This month ▾

Week	Hours Worked
10/31 - 11/6	20
11/7 - 11/13	30
11/14 - 11/20	10
11/21 - 11/27	35
11/28 - 12/4	35

WEEKLY SUMMARIES

- 40 hours worked Sep 4 - Sep 10
- 22 hours worked Aug 28 - Sep 3
- 32 hours worked Aug 21 - Aug 27
- 44 hours worked Aug 14 - Aug 20

micro1.

AI recruitment engine to hire deeply vetted engineers fast

Watch a demo



About Ali Ansari, founder of micro1

- 23 years old, moved from Iran at 10 years old 
- 2 startups prior to micro1, 1 small acquisition
- Studied computer science & math at UC Berkeley 

Hiring top engineering talent globally is hard



Engineers shouldn't waste many hours interviewing unqualified candidates



International employment laws and payroll are a headache to deal with

micro1 solves this



AI vetting engine to interview candidates async



Platform to hire vetted engineers with compliance & payroll handled

Invite candidates to an AI interview

Invite engineers

2/3

Please define the skills

Choose existing test Define new skill set

JavaScript	Senior
React Native	Mid-level
Enter skill #3	Level of difficulty

+ Add another skill (up to 2 more)

Ask the same questions to all candidates for this test i

Add custom questions i

Q1: Enter question here

+ Add another question

Save as a new test Previous Next

3/3

Invite manually Upload CSV

Enter the name & email address of the candidates

John	john@gmail.com
Cristina	cristina45@gmail.com
Full name	Email address

+ Add another candidate

Define interview language

Choose language: English v Let candidate choose

Add coding exercise i

Proctoring i

Copy link instead Send invite

Candidates goes through the AI interview

The interface shows a video call with a candidate named "You". The candidate is a young man with glasses and a black t-shirt. A question box contains the text: "How does React Native differ from other mobile app development frameworks such as Ionic and Xamarin?". A recording button is visible, and a blue "Submit & continue" button is at the bottom. The top right corner shows a timer at 2:30.

The interface shows a coding exercise titled "Coding exercise". It asks to implement a function to simulate text editor operations given an array of strings. The code provided is:

```
function textEditor(commands) {
    let text = '';
    let cursor = 0;

    commands.forEach(command => {
        const [action, argument] = command.split(' ', 2);

        switch (action) {
            case "APPEND":
                // Append text at the end of the current text and move the cursor to the end
                text += argument;
                cursor = text.length;
                break;
            case "DELETE":
                // Delete character before the cursor if there is any text
                if (cursor > 0) {
                    text = text.substring(0, cursor - 1) + text.substring(cursor);
                    cursor -= 1;
                }
                break;
            case "MOVE":
                // Move cursor to the specified position
                cursor = Math.min(parseInt(argument, 10), text.length);
                break;
            case "INSERT":
                // Insert text at the cursor's position
                text = text.substring(0, cursor) + argument + text.substring(cursor);
                cursor += argument.length;
                break;
            default:
                console.log("Unknown command");
        }
    });

    return text;
}

const commands = ["APPEND Hello", "MOVE 3", "DELETE", "INSERT X", "APPEND World!"];
console.log(textEditor(commands));
```

The output is shown as "HelloWorld!". There are "Run" and "Submit" buttons at the bottom right. The top right corner shows a timer at 15:00.

Analyze the AI report, interview & hire the best ones

Coding exercise

Code written in: Java Script

AI Assessment: The candidate displayed an excellent understanding of the Dynamic Programming approach needed to solve this problem. The code is well-organized and easy to understand. They handled the edge case for an empty array correctly. The time complexity is $O(n^2)$, which is the optimal for this problem. In terms of coding standard, the variable and function names are self-descriptive which is good. However, the candidate could improve slightly by implementing more input validation and exception handling.

Rating by AI: Senior

```
1 const calculateLongestSequenceLength = (arr) => {
2   if (arr.length == 0) {
3     return 0;
4   }
5   let n = arr.length;
6   let dp = new Array(n).fill(1);
7   let max = 1;
8   for (let i = 1; i < n; i++) {
9     for (let j = 0; j < i; j++) {
10       if (arr[i] > arr[j]) {
11         dp[i] = Math.max(dp[i], dp[j] + 1);
12       }
13     }
14     max = Math.max(max, dp[i]);
15   }
16   return max;
17 };
18 console.log(calculateLongestSequenceLength([-2, -1, -3, 0, 1, 2, 3]));
```

React

Tested as: Senior

AI Assessment: The candidate exhibits a broad understanding of React optimization including Redux, context API, React query, and memorization concepts such as useMemo and useCallback. The explanation about unit testing and snapshot testing in React was well expressed, covering user-level testing, dom coverage, and the importance of snapshot testing; however, some parts of responses were unclear and lacked proper structure. Despite the occasionally muddled presentation, the candidate demonstrated noteworthy technical knowledge.

Rating by AI: Senior

Audio of answer 0:00

Soft skills

AI Assessment: The candidate displays excellent communication skills revealing clarity of thought and organized idea presentation. They effectively illustrated how they leveraged their communication skills to create a positive group dynamic. The candidate uses work-specific vocabulary appropriately, indicating a good understanding of their career field.

Rating by AI: Excellent

Audio of answer 0:00

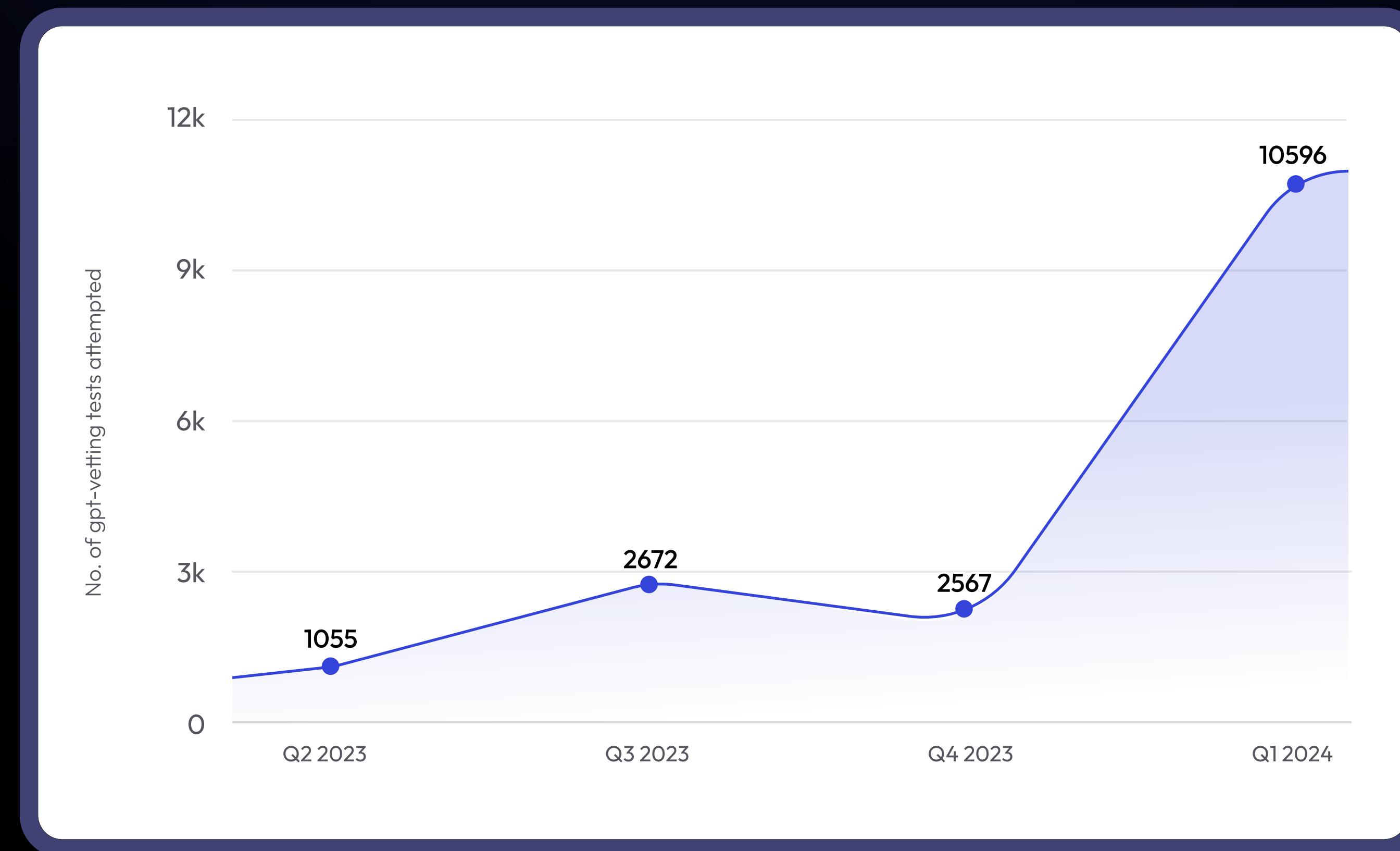
92%

Trust score

The proctoring ML algorithm is based on video data, tab movements, and an AI-classifier

AI interviews conducted with micro1

QoQ gpt-vetting interviews



Total gpt-vetting interviews: **20,754**

Human technical interview pass rate



85% reduction in recruitment cost with gpt-vetting

Human recruiters alone

\$40

per interview



Human recruiters + gpt-vetting

\$6

per interview

Our current go to market

Use our own AI vetting engine to build a talent pool of vetted
engineers that companies can hire directly from

We create a bunch of free resources for the engineering community, such as:

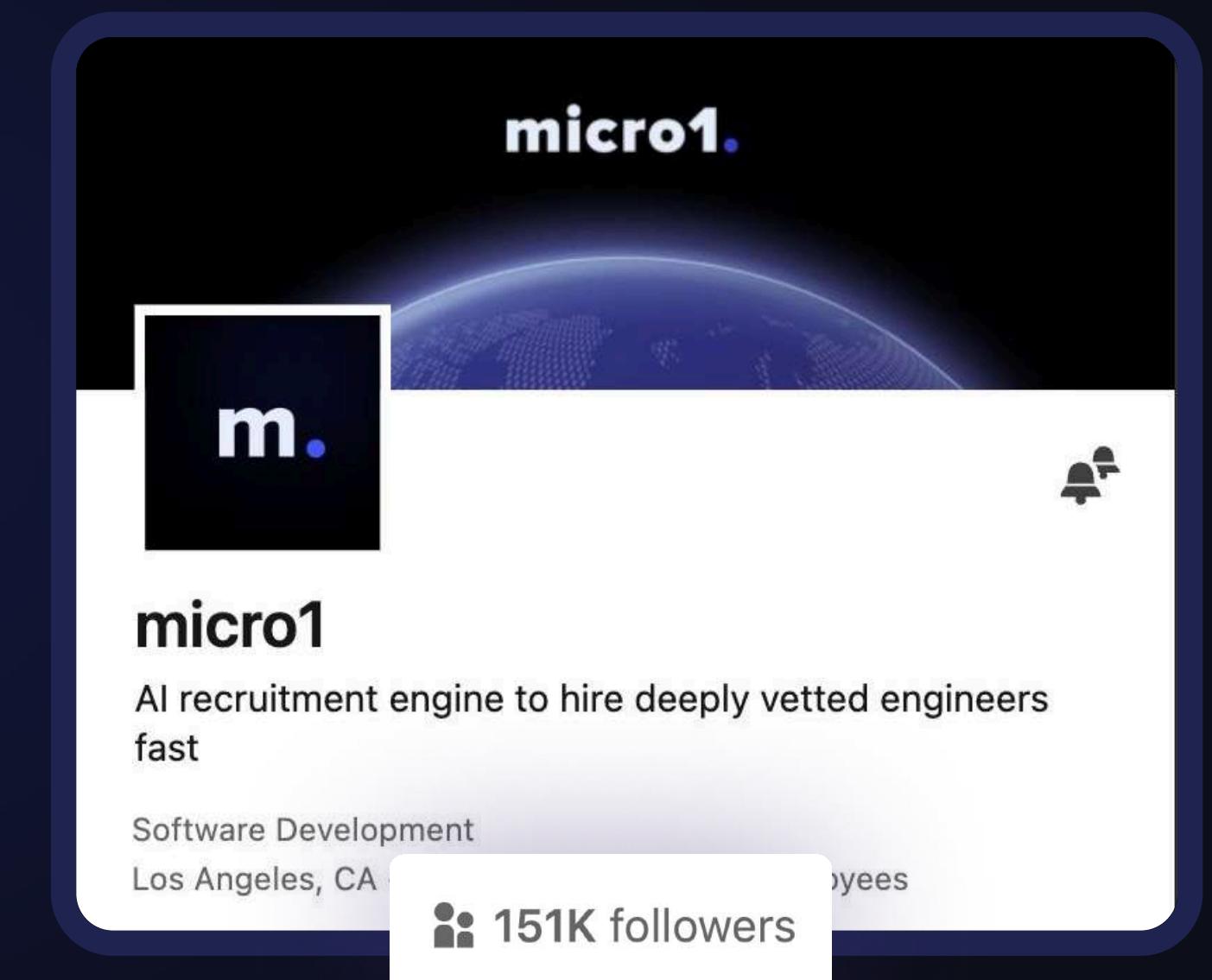


How to become an AI-powered engineer course on Udemy [↗](#)

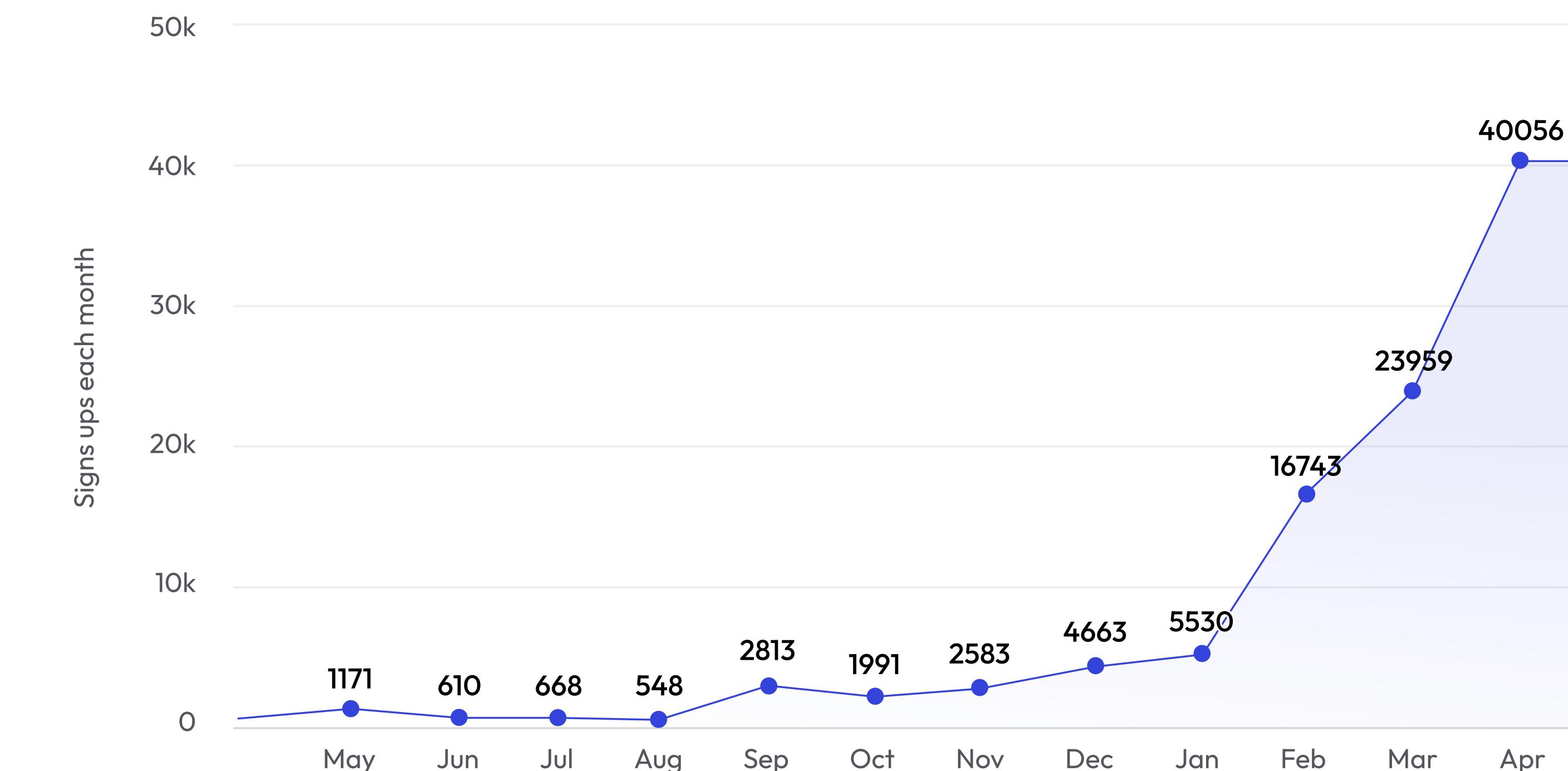


Mock interview tool to prepare for technical interviews [↗](#)

The engineers then learn about micro1



And we get thousands of engineers that sign up on micro1



Total engineer signs ups: 102,605

We use AI to vet & add the top candidates to our talent pool



Abhishek
AI Engineer
India
Timezone: IST (4 hours of overlap with PST guaranteed)

\$5.4k/month

[Copy profile](#) [Hire on micro1](#)

Vetting results About Abhishek Experience

Vetted Technical Skills
These are the skills we've explicitly vetted for in the technical interview

 Python 4+ years of experience	 NLP 2+ years of experience
 Java 7+ years of experience	 C++ 11+ years of experience

Technical interview notes:
Abhishek brings to the table a solid decade-plus background in software development, flexing his skills in C++, Java, and intriguingly, dipping his toes into the worlds of Machine Learning, Natural Language Processing, and Computer Vision. He might not be an AI guru just yet, but this guy is a quick learner, eager to deliver whatever the client throws his way.
In the interview, Abhishek's mastery of Python was hard to overlook, accompanied by an impressive grasp of Data Structures, typically anticipated by seasoned software developers. He has a knack... [Read more](#)

Actively interviewing with 3 companies 🔥

Companies describe their dream engineer

AI search

The monthly rates you see are for full time (**40h/week**) hires.

Searching for a talented front-end developer with extensive experience in React and TypeScript. Candidates should be well-versed in Next.js and state management patterns. Familiarity with UI/UX design principles and proficiency in responsive design is required.

Our suggested professionals match your front-end development requirements precisely, with proficiency in React, TypeScript, and Next.js. Their expertise in state management and responsive UI/UX design guarantees the development of strong, user-centric web applications.

Umang

Full Stack Engineer

JavaScript, React, Typescript, Next.js, Web3

\$7,200/month

Actively interviewing with **3+ companies** 🔥

AI Summary: With 4+ years in React and Redux, and proficiency in Typescript, this candidate excels at creating dynamic UIs for web applications, also skilled in React Native and various web technologies.

Victor

Full Stack Engineer

JavaScript, CSS, Typescript, React

\$9,000/month

AI Summary: This candidate excels in React.js and Redux, with strong Typescript skills, ideal for developing dynamic web interfaces. Their proficiency spans across CSS, JavaScript, and additional frameworks, ensuring versatile front-end development capabilities.

They then hire them through micro1

Where we become the contractor of record & manage compliance, payroll, and benefits.

The screenshot displays the micro1 software interface, specifically the 'My Team' section. The main focus is on a team member named Afonso, who is identified as a 'Full-stack engineer' from Brazil. Key details shown include a monthly salary of '\$9,000/month' and a bonus of '\$1,500'. The interface also highlights that Afonso was 'Compliantly hired' and is an 'AI powered engineer'. Below this, performance metrics are displayed: 750 hours worked, full-time work type, and a monthly salary of \$9,000. A bar chart shows weekly summaries for Mar 4 - Mar 10, Mar 11 - Mar 17, and Mar 18 - Mar 24, with 55 hours worked, 53 hours worked, and 51 hours worked respectively. The software also includes features for giving bonuses, raises, and feedback, along with a gpt-vetting tool.

Afonso ✓
Full-stack engineer
Brazil

\$9,000/month

✓ Compliantly hired ✓ AI powered engineer

OVERVIEW

HOURS WORKED: 750

WORK TYPE: Full-time

MONTLY SALARY: \$9,000

BONUS GIVEN: \$1,500

PERFORMANCE

Mar 4 - Mar 10: 55 hr worked (88% Activity)

This month: 51 hours worked

Mar 11 - Mar 17: 53 hours worked

Mar 18 - Mar 24: 55 hours worked

Earn \$500

Give feedback

Why now?



Legacy vetting tools like HackerRank do a binary assessment of the candidate.
For the first time, LLMs allow for a human-like holistic assessment.



An AI vetting engine is perfect for AI enterprises that require a large volume of talent globally to train models with RLHF



Strong trend towards hiring a fully remote & global core team

Business model



Talent

Hire & manage vetted engineers
from our talent pool



SaaS

Use microT's AI vetting
engine directly

~40% gross margins

90%+ gross margins

Current weighted average gross margins = ~45%

Our goal is to eventually converge to 75%+ overall gross margins in the long run.

Client profiles



Staffing agencies & enterprises will use our vetting engine as a SaaS tool in their own vetting process



Large AI companies will use us for volume RLHF hiring for all talent types



SMBs will hire vetted talent on our platform where we handle compliance & payroll for them

Demand generation is predictable



We spend \$40k/month on X ads



We build in public on X

Almost all accounts we've closed have been inbound leads from X.

Ali Ansari ✅ @aliniikk · Apr 12

Excited to introduce the world's first AI interviewer, **gpt-vetting**.

With **gpt-vetting**, you can interview 100x more candidates in less time & candidates get a more enjoyable, gamified, and less biased interview experience.

You define the skills you want the interview to focus on,...
Show more



917 1.7K 1.9K 3.4M

Ali Ansari ✅ @aliniikk · Apr 23

you vs. the guy she told you not to worry about



8 18 131 9.3K

Ali Ansari ✅ @aliniikk

work 14h/day, gym 1.5h, repeat. i love this shit.

people that like to call this 'hustle porn', name one founder that has built a \$100B company by keeping 'work-life' balance.

12:26 PM · Mar 5, 2024 · 4,893 Views

Core team of 27



Ali Ansari

ceo/founder,
UC Berkeley



William Almeida

Director of Growth,
prev: Turing



Aruj Mahajan

Lead AI Engineer,
prev: ML at Apple



Milan Vachhani

Head of Talent,
PhD

+ 23 more

Feedback from Talent clients



Sean Rad

 Founder of Tinder

“micro1 makes it insanely easy to vet and hire the best engineers around the world. This has been game changing for us”



Jack Burlinson

 CEO at StageGlass

“This might sound insincere because of how extreme it is: micro1 is the best company I have ever worked with.

The engineers on the platform are 1/3 of the price of SF talent, work harder, longer, and are more talented than almost anybody we've ever worked with.

The platform is straight forward and I've been so thoroughly impressed by them. I cannot recommend them enough.”