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| **Candidate’s  Name Surname** | Sergey Kryazhevskikh |
| **Experience** |  |
| How many years of IT Industry experience do you have? In which fields? | I have started my working activities since 1995. All that time I work in IT industry: programming for embedded systems in C an Assembler; system programming in C for Linux; system administration of Linux, Windows and Sun servers; database administration, primarily Orcale RDBMS; database programming, currently, for Oracle and Teradata, in the past – for MySQL and PostgreSQL. |
| What are 4-5 main responsibilities in current/past jobs? Please give an example, describe situations. | About a couple of years ago I took position as Senior Oracle DBA in the local middle scale  telecommunication company. In fact, I had have engaged as a Linux system administrator too. I have maintained more than 200 Linux servers and Oracle database of company's billing system. I was a lead of a small group of sysdamins (about 2 – 5 persons). In that time, my responsibilities was: choosing hardware servers, fine tuning Linux OS and Oracle RDBMS, providing fault tolerate for biling systems in whole, everyday round-the-clock supporting of a billing servers, shell scripting for Linux and PL/SQL programming for Oracle database.  Currently I am Senior Database Programmer for Oracle database. I engage in developing of a business analytic project. I create ETL-loaders to load business data to datawerehouse (this tasks are developed with Talend Open Studio) and PL/SQL packages for data processing in a database layer. I have created an automatic deploying system for ETL tasks and a unified data model for keeping and presenting business data. |
| What are the things you like in current job? | I like some sort of self-dependence in my current job. I can choose and use almost any kind of Oracle optimization technique for data processing if it do the best. |
| What are the areas you would like to improve? | I believe that our future is growing data: economic, astronomical, biological, personal at least. I like to know a huge massive of data is well organized and processed in a leading edge. I would like to advance in this direction. |
| What are the responsibilities for project team members ? | I guess, project team members should to hear each others and try to understand other point of view. Nobody can be afraid to ask a question (because “It's stupid”), everybody should get a comprehensive answer. |
| **Problem solving/self-assessment** |  |
| What are the things you feel most confident in doing? | My current skills are system engineering, tuning Linux servers for databases, mail, web and other services, Oracle PL/SQL programming, programming in C, Shell, Python, Oracle database performance analysis and tuning. |
| What are the things that you find as difficult to do? Please tell me an example | It is really hard to make myself to write a documentation. It's hard to start writing, but after it's going well :-)  I don't think that there is something difficult in IT for me, rather there is something that take a time to learn. |
| What was the last major problem that you were confronted with? What kind of solution you found? Please tell me an example | I'll give two examples.  A one big problem was how to minimize a risk of a human mistakes in configuring and supporting process of hundred of Linux servres. It was required to provide configuration stability and use a some kind of a change management system.  To solve this problem I took the GIT as change management system, the Puppet as a configuration management system. I developed an information system with GIT, Puppet, Jenkins (CI), which start used by the group of a sysdmins. They added Foreman, a testing Puppet configuration with Jenkins, and started to use this system to maintain the active network devices. And I got more free time to learn Oracle performance problems and to create proactive monitoring system for Oracle RDBMS.  Another example with Teradata optimization technique. I got a job as junior Teradata SQL-developer and I was surprised by the SQL-optimization process in that team: they used almost nothing of a Teradata utilities and looked only on a executing time for problem SQL. I had no so much time in my trial period. It has required to learn a new undocumented data processing system, data models and so on.  I installed Teradata Express virtual machine on my home computer and spent a few week ends to learn Teradata's optimization utilities. I learned about Teradata Visual Explian tool, Teradata Query Capture Database facility and others. My working life become easier and more interesting. |
| What do you prefer more to do in your job? (coding, work with people, work with papers etc.). Please tell me % of time spent on your mentioned fields | I prefer more to think :-)  I guess, it is fifty-fifty to think and to read documentations or blogs and to coding. |
| **Team leading experience** |  |
| How long time? How many persons? | It was a couple periods in my working career when I took a leading position in development groups. It was a small group of software and hardware developers about 3-7 persons in each. I took that positions about 4 and 6 years each. |
| What are the most difficult situations in leading team? Please share with one example. | I was a project leader in technical area. There was some stressed situations when developed system was not working or worked with mistakes. It was hard to make sure our team that we can do better, that an every fault is a step to success. |
| What specially do you do to set an example for your employees? | I tried to do as much job as I can and to explain team's future outlook to awake a private initiative. |
| How do you get people who don’t want to work together to establish a common approach to problem? | I occasionally met a such kind of people. I tried to figure out what a root of a problem lies in: lack of experience or knowledge, communication discomfort or common laziness. In the last case I tried gradually to reduce task's complexity to any possible level |
| Do you participate in conferences, presentations, mentoring etc.? | Currently, no. It was long time ago. |
| **Fit to Accenture team/ values** |  |
| **Stewardship** | Yes, I had. When manager can't heard my professional arguments I got fired, in other cases we have achieved mutual understanding. I don't like to change job very often, but I don't like people that can't understand other point of view and use only “I said so” arguments. |
| Have you ever had a conflict/complicated situation with client/ manager? Please give one example. How did you solve it? |
| **Best People** | I try to find some unusual approach to everyday working activities. |
| Would you please describe yourself (your behavior at work) in 4-5 words? |
| **Client Value Creation** | System approach to problem solving, educability, trainability, intellectual curiosity. I prefer long term projects, because its give more possibilities to optimize and improve some project's components. I prefer to improve something rather than to maintain stable projects. |
| What are your 3 main values? Do you like to work with long term or short term projects? Why? |
| **One Global Network** | It's all on the Internet. I use forums, Usenet lists, blogs, documentations, all that is available on the Internet. Best part of information I get on the Linux/Oracle RSS channels. I use Facebook and Google+ channels too. I read professional books in paper or in electronic forms. |
| Where are you looking for a new information? What are you doing when you don’t know the solution of problem? What kind of channels do you use to figure out or find the necessary information? |
| **Respect for the Individual** | I try to learn from other person if he/she is more experienced and more intelligent. I try to share my knowledge and experience with others, if they want to. |
| Could you please tell your experience in working with others of diverse background from yours. How you handle differences that come from different backgrounds? |
| **Integrity** | It is time to start a new iteration of conversation. May be we need time out to think about using arguments. We need to appoint a new meeting and should make a break if we have enough time.  Everybody can make mistakes. I try to improve my problem solving techniques  time after time. I try to share my knowledge with other co-workers. We do the right things if we use the elegant solution of problems. If someone can't do its work or someone don't want to do its work, I try to talk about it tet-a-tet. I try to give my feedback as professional as possible. |
| Could you please share with one an example when in the middle of conversation with client/colleague you figure out that real life is different as person expected? What did you say? How did you explain situation? |
| What you do to ensure that you meet the work commitments you make to others? Tell us about an experience where you had to confront someone or give can did feedback? |
| **Motivation/ Plans for future** |  |
| What do you expect from next job/ Accenture? | I try to find a job in the area of research and development. I expect to solve not ordinary problems, that makes my mind to work. I wish to meet with an interesting and talented people in the field of my professional activity. |
| What would you like to achieve in next job? | I like Linus Torvald's book “Just for Fun”. The work is not only money, it is a significant part of our life. There is should be place for personal enthusiasm. A professional growth is a major thing I like to achieve. |