GROWING THE TEAM

Hiring at a distance.

In November 2015, as I was starting to work on the Annotator project, I also started recruiting for my first team member.

Remote recruiting and interviewing was a new challenge for me, especially in a hot Nashville market for product designers where I had no built-in network. However, using a variety of forums including LinkedIn, Glassdoor, Authentic Jobs, and the nashville-UX Slack channel, I managed to **attract a number of qualified candidates and assess their fit using a variety of approaches**, including a realistic, compensated take-home design exercise that candidates then presented in person.

I ultimately hired a talented product designer with a burgeoning reputation in the local design community, Sarah Musselman, who joined my team in January 2016.

Senior User Experience Designer

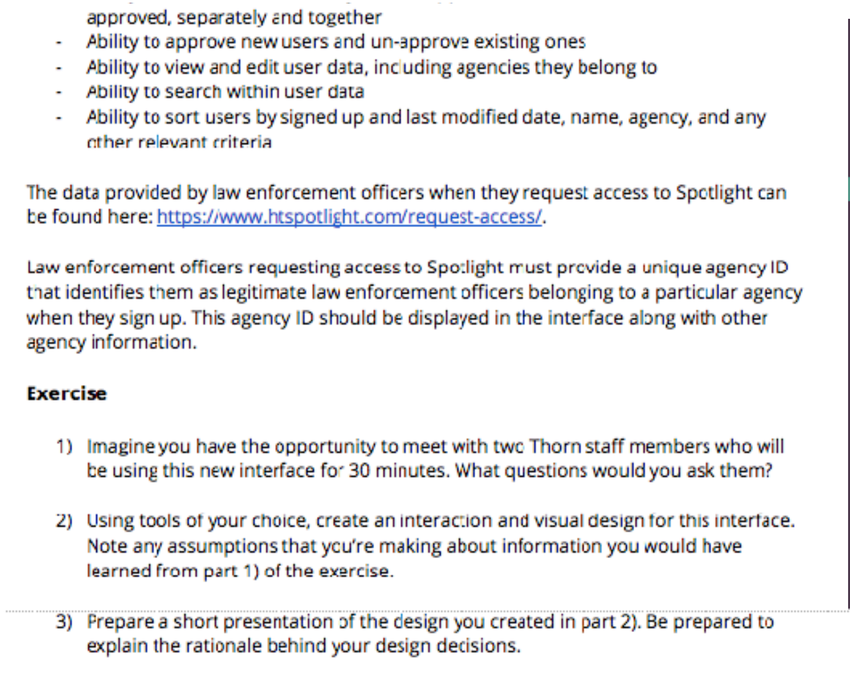
FULL-TIME · Nashville TN · Startup

Digital Reasoning is a market leader in cognitive computing - the use of artificial intelligence and machine learning techniques to better understand patterns in human communication.

Whether it's uncovering insider trading, helping combat illegal activities involving children, or delivering patient-centric healthcare, our technology empowers people to make a difference in their organizations and the world.

We are now looking for a thoughtful, pragmatic, and self-motivated UX designer to join our small but growing UX design team and help take our users' experience to the next level.

In order to be considered for this position, you must have some experience with real-world UX projects (ideally in a fast-paced product company environment), however, your seniority level is not crucial. Exceptional junior/intermediate candidates are encouraged to apply as well.



approved, separately and together
- Ability to approve new users and un-approve existing ones
- Ability to view and edit user data, including agencies they belong to
- Ability to search within user data
- Ability to sort users by signed up and last modified date, name, agency, and any other relevant criteria

The data provided by law enforcement officers when they request access to Spotlight can be found here: https://www.htspotlight.com/request-access/.

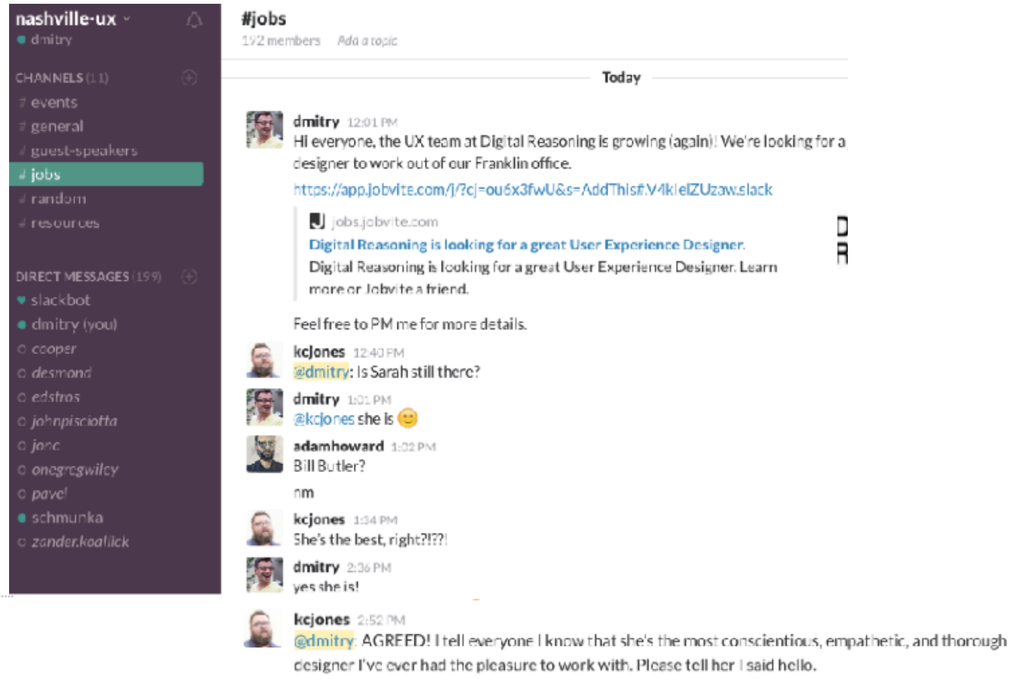
Law enforcement officers requesting access to Spotlight must provide a unique agency ID that identifies them as legitimate law enforcement officers belonging to a particular agency when they sign up. This agency ID should be displayed in the interface along with other agency information.

Exercise

1) Imagine you have the opportunity to meet with two Thorn staff members who will be using this new interface for 30 minutes. What questions would you ask them?

2) Using tools of your choice, create an interaction and visual design for this interface. Note any assumptions that you're making about information you would have learned from part 1) of the exercise.

3) Prepare a short presentation of the design you created in part 2). Be prepared to explain the rationale behind your design decisions.



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Today

dmitry 12:01 PM
Hi everyone, the UX team at Digital Reasoning is growing (again)! We're looking for a designer to work out of our Franklin office.
https://app.jobvite.com/j?cj=ou6x3fwU&s=AddThisEV4kIelZUzaw.slack
jobs.jobvite.com
Digital Reasoning is looking for a great User Experience Designer.
Digital Reasoning is looking for a great User Experience Designer. Learn more or Jobvite a friend.
Feel free to PM me for more details.

kcjones 12:40 PM
@dmitry: Is Sarah still there?

dmitry 1:01 PM
@kcjones she is

adamhoward 1:02 PM
Bill Butler?
nm

kcjones 1:04 PM
She's the best, right?!?!

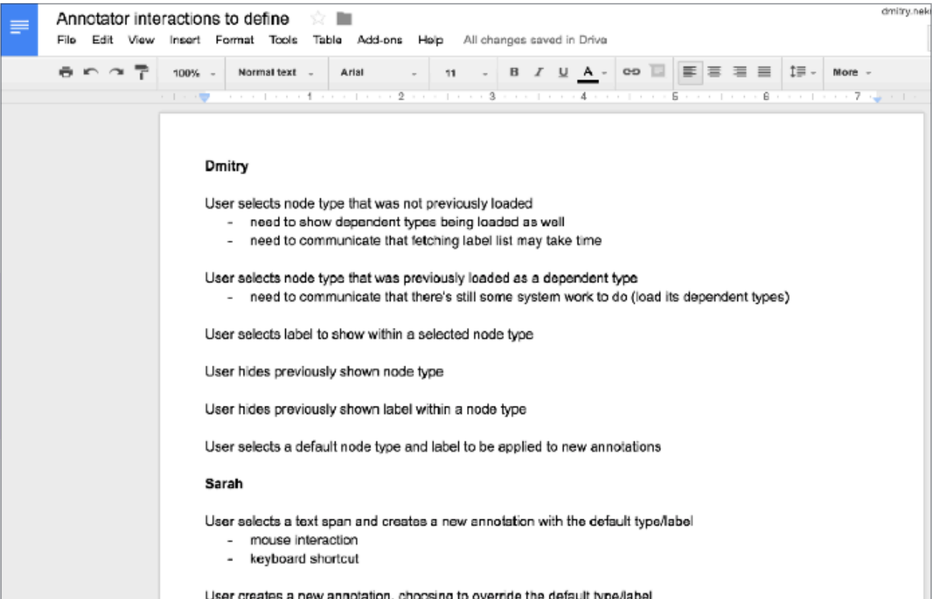
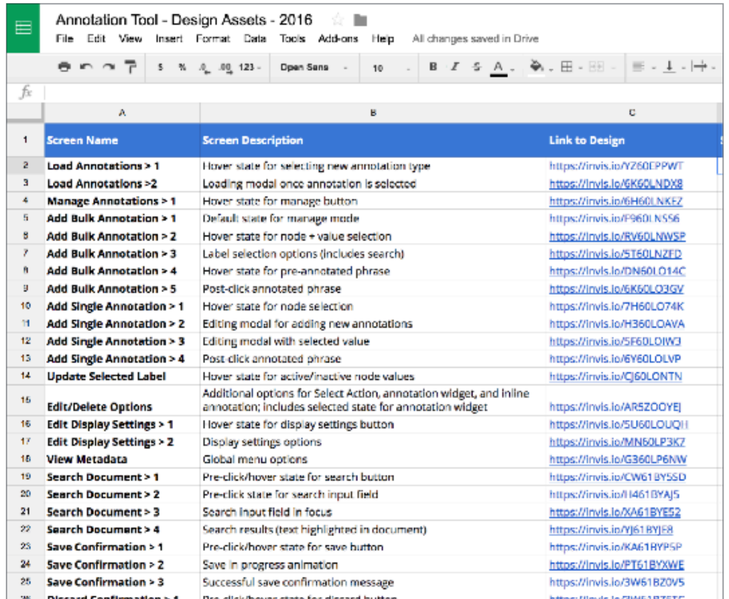
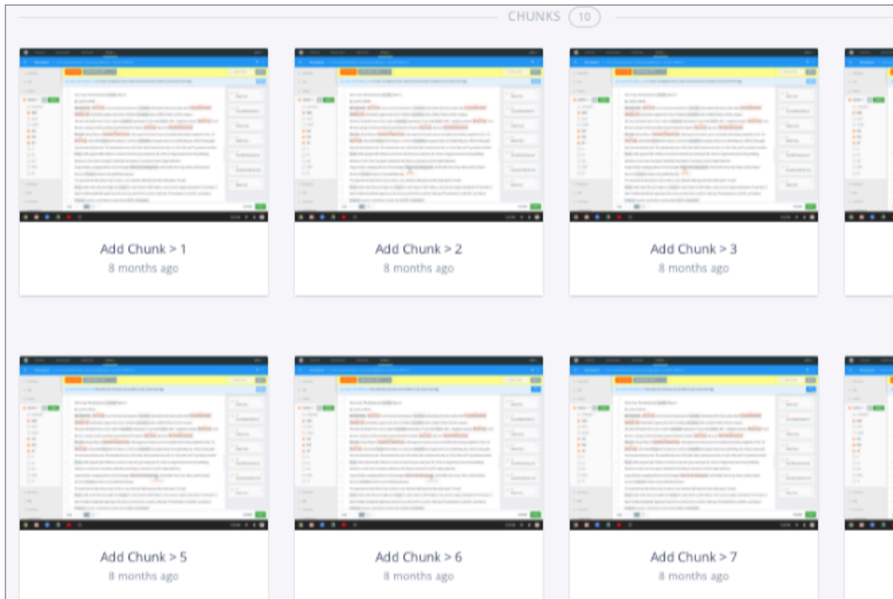
dmitry 2:36 PM
yes she is!

kcjones 2:52 PM
@dmitry: AGREED! I tell everyone I know that she's the most conscientious, empathetic, and thorough designer I've ever had the pleasure to work with. Please tell her I said hello.

COLLABORATION

Ramping up and teaming up.

For the first month after Sarah joined my team, **I worked with her on a daily basis remotely** to help her to understand Digital Reasoning's products. I knew that a good understanding of the company's technology would help her to earn the confidence and respect of product managers and engineers.

I also spent a week with her in Nashville to brainstorm interaction design approaches and get feedback on Annotator designs from in-house data scientists, as well as to introduce her to people throughout the Engineering team and the rest of the company.

As Sarah ramped up, **we continually tweaked the way we worked together, making heavy use of Google Docs and InVision to collaborate.** By the end of January, she had taken on both UX and UI design for several features of the product, and was fully contributing to our small team.