





# 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.

