

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 take-home design exercise.

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.

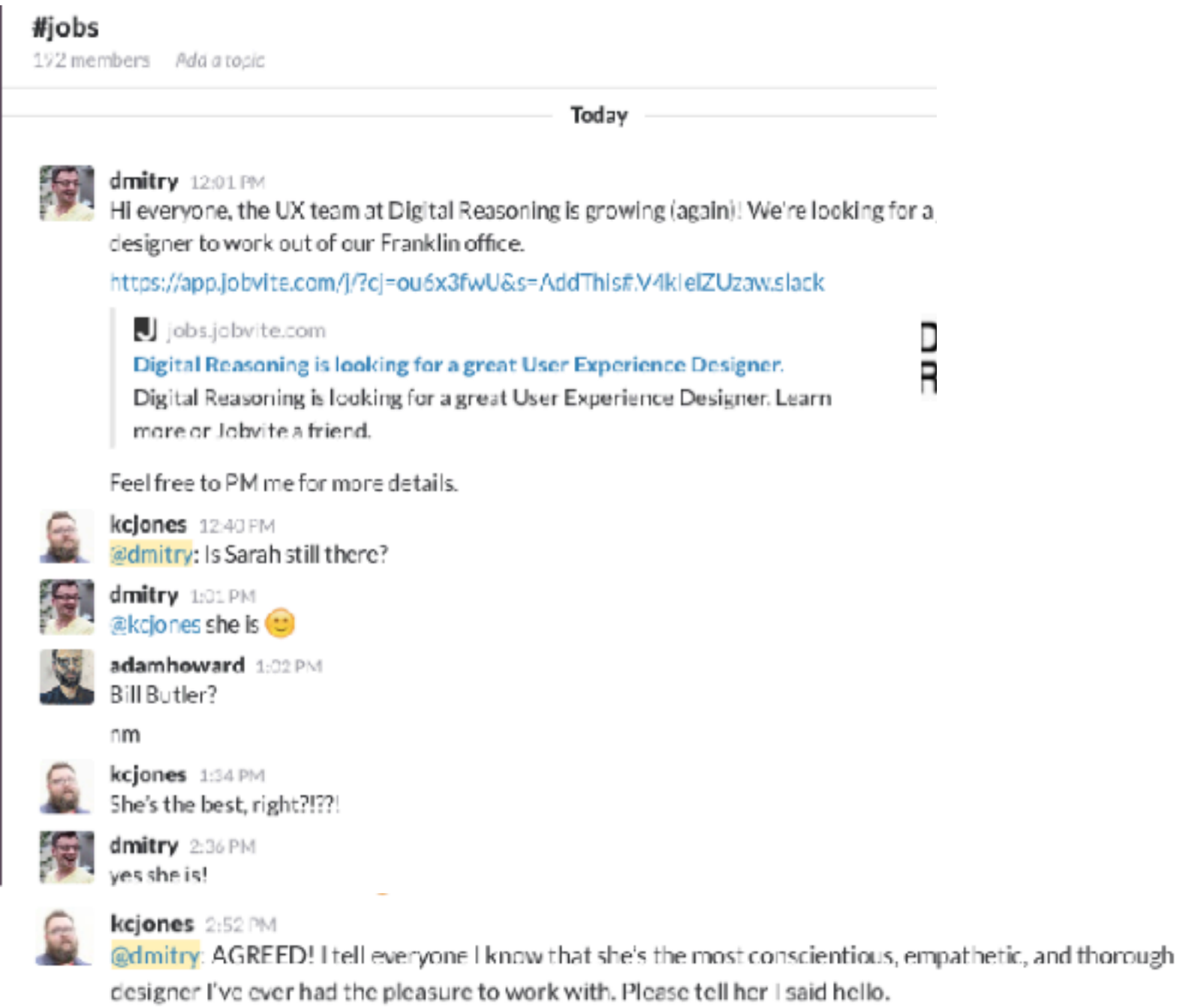
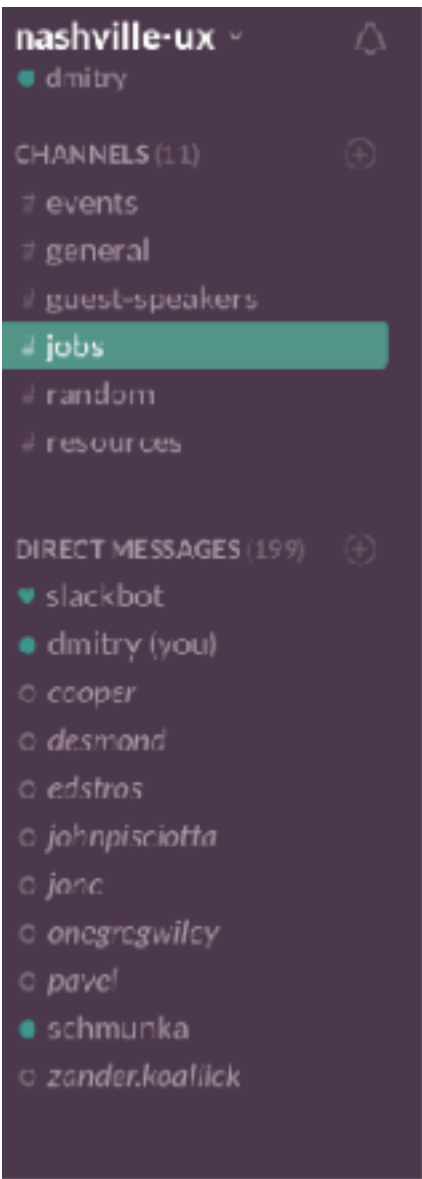
- approved, separately and together
- Ability to approve new users and un-approve existing ones
 - Ability to view and edit user data, including agencies they belong to
 - Ability to search within user data
 - Ability to sort users by signed up and last modified date, name, agency, and any other relevant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

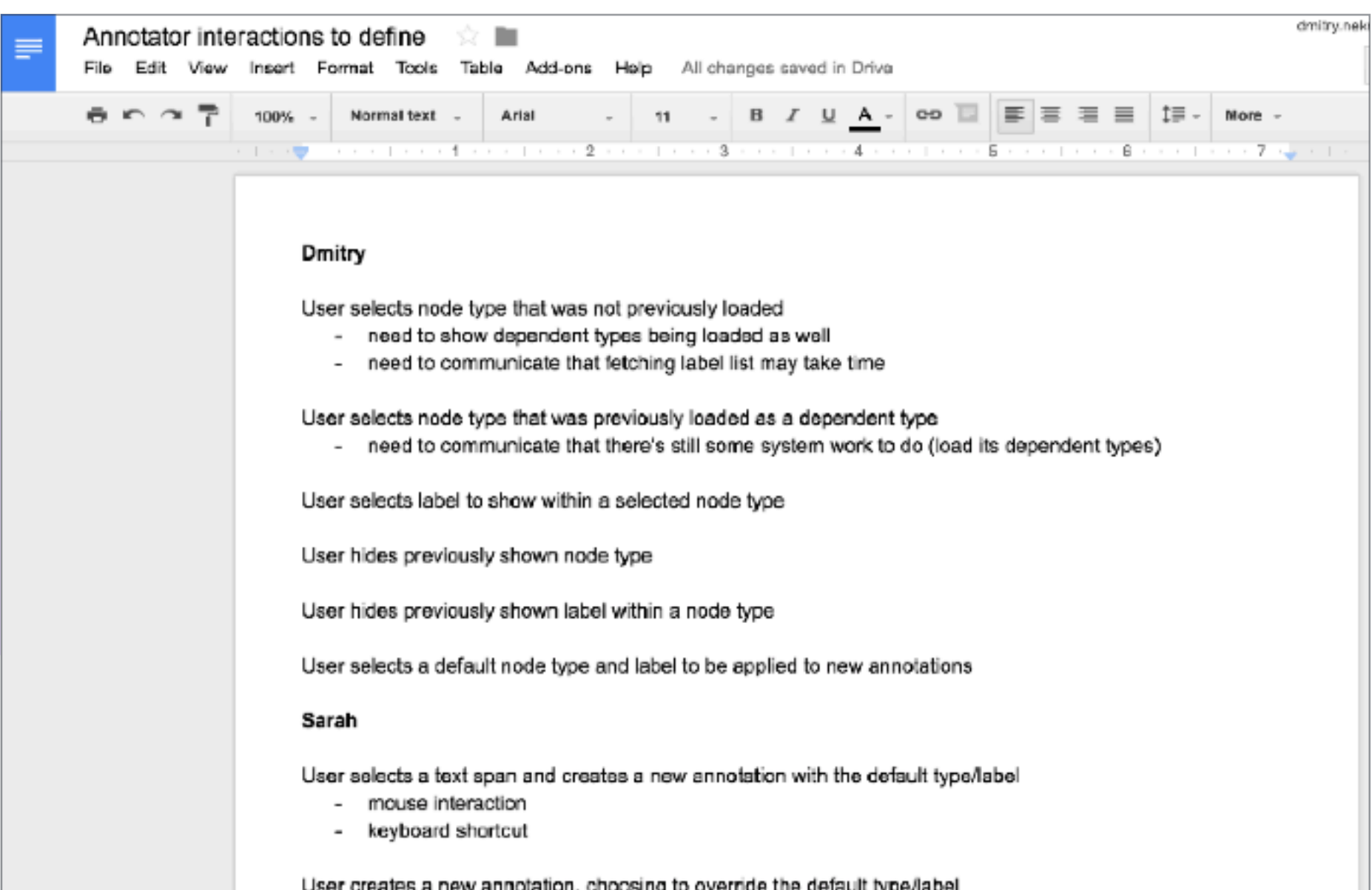


Ramping up and teaming up.

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.



Annotation Tool - Design Assets - 2016			
File Edit View Insert Format Data Tools Add-ons Help All changes saved in Drive			
	A	B	C
1	Screen Name	Screen Description	Link to Design
2	Load Annotations > 1	Hover state for selecting new annotation type	https://invis.io/YZ60CPPWT
3	Load Annotations > 2	Loading modal once annotation is selected	https://invis.io/6K60LNDX8
4	Manage Annotations > 1	Hover state for manage button	https://invis.io/6H60LNKEZ
5	Add Bulk Annotation > 1	Default state for manage mode	https://invis.io/P960LN556
6	Add Bulk Annotation > 2	Hover state for node + value selection	https://invis.io/RV60LNNWP
7	Add Bulk Annotation > 3	Label selection options (includes search)	https://invis.io/ST60LNZFD
8	Add Bulk Annotation > 4	Hover state for pre-annotated phrase	https://invis.io/DN60LO14C
9	Add Bulk Annotation > 5	Post-click annotated phrase	https://invis.io/6K60LO3GV
10	Add Single Annotation > 1	Hover state for node selection	https://invis.io/7H60LO74K
11	Add Single Annotation > 2	Editing modal for adding new annotations	https://invis.io/H360LOAVA
12	Add Single Annotation > 3	Editing modal with selected value	https://invis.io/5F60LOHWJ
13	Add Single Annotation > 4	Post-click annotated phrase	https://invis.io/6Y60LOLVP
14	Update Selected Label	Hover state for active/inactive node values	https://invis.io/CJ60LONTN
15	Edit/Delete Options	Additional options for Select Action, annotation widget, and inline annotation; includes selected state for annotation widget	https://invis.io/AR50OYEJ
16	Edit Display Settings > 1	Hover state for display settings button	https://invis.io/SU60LOUQH
17	Edit Display Settings > 2	Display settings options	https://invis.io/MN60LP3KZ
18	View Metadata	Global menu options	https://invis.io/G360LP6NW
19	Search Document > 1	Pre-click/hover state for search button	https://invis.io/CW61BYSSD
20	Search Document > 2	Pre-click state for search input field	https://invis.io/I461BYAJ5
21	Search Document > 3	Search input field in focus	https://invis.io/XA61BYE52
22	Search Document > 4	Search results (text highlighted in document)	https://invis.io/YJ61BYJF8
23	Save Confirmation > 1	Pre-click/hover state for save button	https://invis.io/KA61HY95P
24	Save Confirmation > 2	Save in progress animation	https://invis.io/PT61BYXWE
25	Save Confirmation > 3	Successful save confirmation message	https://invis.io/3W61BZ0V5
26	Discard Confirmation > 1	Pre-click/hover state for discard button	https://invis.io/5W61BT55C

