Wrangling complexity.

With a large project scope and a tight timeline, I **interviewed several in-house data scientists and observed them** using the old tool during a trip to Nashville, then dove right into the design challenges.

I initially wanted to combine the document management and annotation aspects of the tool. However, as I reviewed my early designs with data scientists, I realized that making document management and annotation separate modes would make it easier for them to focus on each activity.

The two biggest challenges I faced in designing the new app were **scaling design elements to support a potentially unlimited number of annotation types** and working through a variety of interaction design options for **supporting different modes of work within the tool**, from high-level scanning of existing annotations, to detailed annotation creation, to bulk editing.

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.