

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. However, using a variety of forums including LinkedIn, 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 design exercise.

I ultimately hired Sarah Musselman, a talented product designer with a burgeoning reputation in the local community, 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

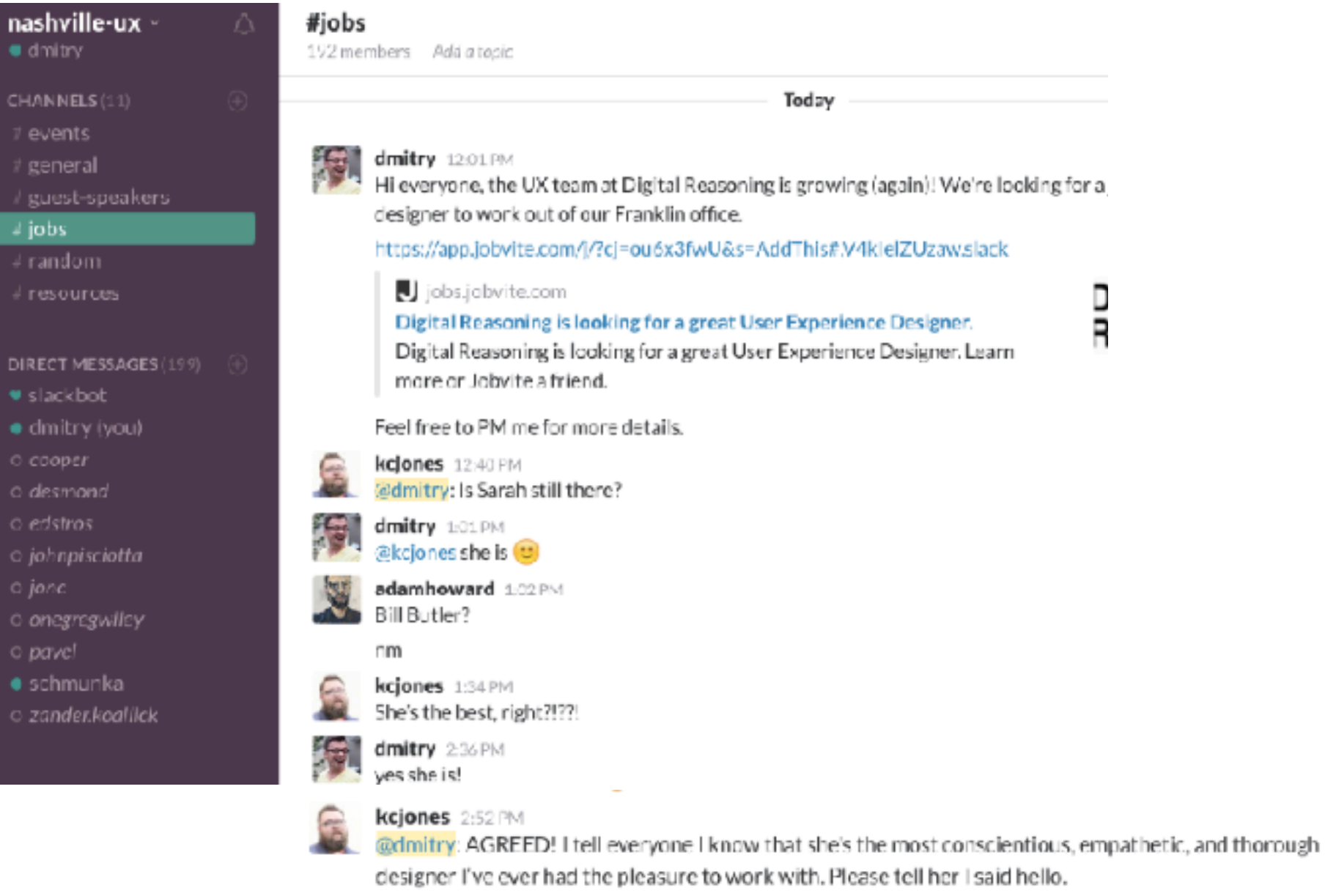
- approved, separately and together
- Ability to approve new users and un-approve existing ones
- Ability to view and edit user data, including agencies they belong to
- Ability to search within user data
- Ability to sort users by signed up and last modified date, name, agency, and any other relevant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

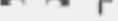
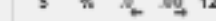
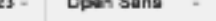
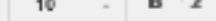

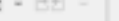
Annotation Tool - Design Assets - 2016			
File Edit View Insert Format Data Tools Add-ons Help All changes saved in Drive			
     			
	A	B	C
	Screen Name	Screen Description	Link to Design
1	Load Annotations > 1	Hover state for selecting new annotation type	https://invis.io/NZ60EPWWT
2	Load Annotations > 2	Loading modal once annotation is selected	https://invis.io/GK6QJNDX8
3	Manage Annotations > 1	Hover state for manage button	https://invis.io/6H60JNKEZ
4	Add Bulk Annotation > 1	Default state for manage mode	https://invis.io/P960JN556
5	Add Bulk Annotation > 2	Hover state for node + value selection	https://invis.io/RV60JNWSF
6	Add Bulk Annotation > 3	Label selection options (Includes search)	https://invis.io/5T60JN2FD
7	Add Bulk Annotation > 4	Hover state for pre-annotated phrase	https://invis.io/DN60JQ14C
8	Add Bulk Annotation > 5	Post-click annotated phrase	https://invis.io/6K6JQD3GY
9	Add Single Annotation > 1	Hover state for node selection	https://invis.io/7H60LO74K
10	Add Single Annotation > 2	Editing modal for adding new annotations	https://invis.io/H360LOAVA
11	Add Single Annotation > 3	Editing modal with selected value	https://invis.io/5F60LOIWX
12	Add Single Annotation > 4	Post click annotated phrase	https://invis.io/6Y60LOLVP
13	Update Selected Label	Hover state for active/inactive node values	https://invis.io/CJ60LOLNTN
14	Edit/Delete Options	Additional options for Select Action, annotation widget, and inline annotation; includes selected state for annotation widget	https://invis.io/AR5ZOOYEJ
15	Edit Display Settings > 1	Hover state for display settings button	https://invis.io/5U60LOUQH
16	Edit Display Settings > 2	Display settings options	https://invis.io/MN60LP3KZ
17	View Metadata	Global menu options	https://invis.io/G360LP6NW
18	Search Document > 1	Pre-click/hover state for search button	https://invis.io/CW618YSSD
19	Search Document > 2	Pre-click state for search input field	https://invis.io/I14618YAJ5
20	Search Document > 3	Search input field in focus	https://invis.io/XA618YEF52
21	Search Document > 4	Search results (text highlighted in document)	https://invis.io/YJ618YJFE8
22	Save Confirmation > 1	Pre-click/hover state for save button	https://invis.io/KA618YF5P
23	Save Confirmation > 2	Save in progress animation	https://invis.io/PT618YXWE
24	Save Confirmation > 3	Successful save confirmation message	https://invis.io/3W618Y2OV5

Figure 1 displays a series of screenshots showing the effect of adding different numbers of chunks (1, 2, 3, 6, 7) to a document. Each screenshot shows a document viewer with a list of chunks on the left and the document content on the right. The chunks are numbered 1 through 10. The document content is a text passage about the history of the world. The text is displayed in a light blue font on a white background. The document viewer has a dark blue header and a light blue sidebar. The document content is a text passage about the history of the world. The text is displayed in a light blue font on a white background. The document viewer has a dark blue header and a light blue sidebar.