

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

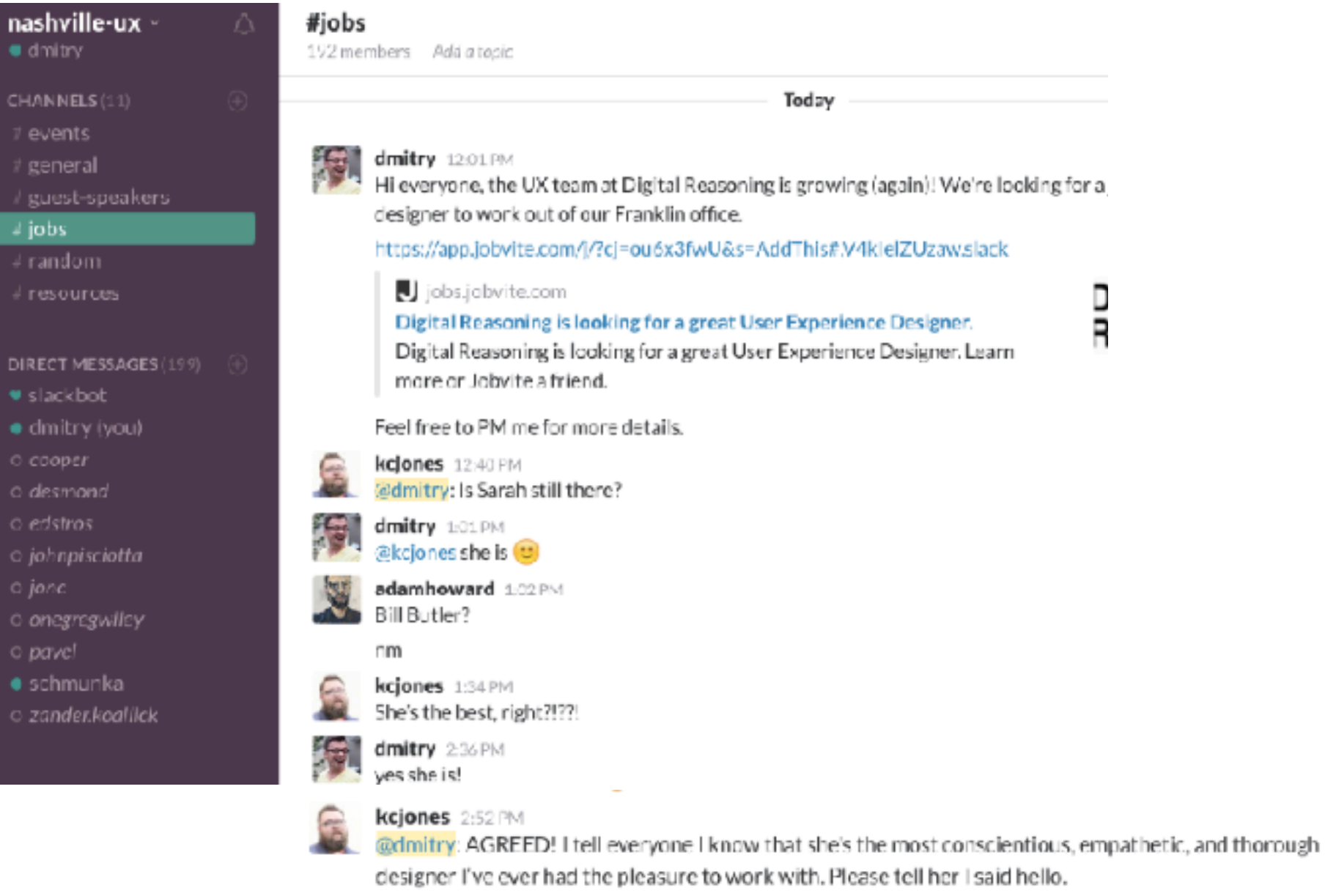
- approved, separately and together
- Ability to approve new users and un-approve existing ones
- Ability to view and edit user data, including agencies they belong to
- Ability to search within user data
- Ability to sort users by signed up and last modified date, name, agency, and any other relevant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



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.

Annotator interactions to define

File Edit View Insert Format Tools Table Add-ons Help All changes saved in Drive

100% Normal text Arial 11 B I U A

Dmitry

User selects node type that was not previously loaded

- need to show dependent types being loaded as well
- need to communicate that fetching label list may take time

User selects node type that was previously loaded as a dependent type

- need to communicate that there's still some system work to do (load its dependent types)

User selects label to show within a selected node type

User hides previously shown node type

User hides previously shown label within a node type

User selects a default node type and label to be applied to new annotations

Sarah

User selects a text span and creates a new annotation with the default type/label

- mouse interaction
- keyboard shortcut

	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/YZ60EP9WT
3	Load Annotations > 2	Loading modal once annotation is selected	https://invis.io/GK60LNDV8
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/RV60LNVSP
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/GK60LO3GV
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/5F60LOIWI
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/AR60ZO0YE
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/CW61BY5SD
20	Search Document > 2	Pre-click state for search input field	https://invis.io/1I461BYAJ5
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/YJ61BYJ58
23	Save Confirmation > 1	Pre-click/hover state for save button	https://invis.io/KA61HY9SP
24	Save Confirmation > 2	Save in progress animation	https://invis.io/PT61BYXWE
25	Save Confirmation > 3	Successful save confirmation message	https://invis.io/3W61RZ0V5

CHUNKS 10

Add Chunk > 1

8 months ago

Add Chunk > 2

8 months ago

Add Chunk > 3

8 months ago

Add Chunk > 4

8 months ago

Add Chunk > 5

8 months ago

Add Chunk > 6

8 months ago

Add Chunk > 7

8 months ago

Add Chunk > 8

8 months ago

Add Chunk > 9

8 months ago

Add Chunk > 10

8 months ago