Part 1: Basic information about you

This section is designed to make sure we have the right information about you:

Name (first and last)	Vivek Kumar Mohanty
Nationality	Indian
Current employer, and grade/title	Cognizant Technology Solutions, Application Security Engineer
How many years´ work experience do you have?	3 years 4 months
Salary expectation (in Euros per annum)	45000 Euros per annum
When could you start? What is your availability, notice period, etc?	2 months' notice period
If you attended university, which one (please indicate country), which year and what was your grade? (First, 2i, etc, percentage or similar) Please be specific.	College: C. V. Raman College of Engineering, Bhubaneshwar(INDIA) University: Biju Patnaik University of Technology (INDIA) Year: 2015 C.G.P.A.: 8.32
Do you have a preference in being placed in Madrid, Spain or Dublin, Ireland? Or no preference?	No preference
Have you been employed in Spain (ie resident employee in the country) within the last ten years?	No
Are you willing to travel with work?	Yes
How strong are your English skills?	I have an operational command of the language.
What technical certifications do you have, are you studying for, or might you have had? (eg OSCP, OSCE, CREST, Prince2, CEH). Where applicable, list your certification numbers.	I do not have any certifications. However, currently I am studying for OCJP and SailPoint Certified IdentityIQ Engineer Program.
Describe yourself in three words	Diligent, Punctual and Team-player.
What do you do well?	I am good at implementing logics and coding. I code in Java, Python and SQL. After a problem has been solved, I always try to optimize our codes and work towards to find optimal solution for a problem.
Under what conditions do you perform best?	I perform best when I have the freedom to think about a problem in my own way and where ideas are welcomed from everybody. I perform best when we have a team where the members are enthusiastic and have the same attitude towards the work as me.
What activities get you energised and why?	Brain storming sessions and discussions get me energised because these situations demands thinking and putting all your experience to work. Here we also get to know about other people's ideas and opinion which they got from their experience. These sessions are really productive for me. I really get more interested when I am actively playing a part in something. Beside work, I try to go to gym daily which keeps me energized and active throughout the day.
In what type of scenarios do you perform best?	I perform best where I am given freedom to think and put my ideas forward. However, I can adapt. I have worked in stricter environments and performed well and had no issues.

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What are your personality traits that come out in these scenarios?	Initiative Quality: I try to initiate the work/discussions so that other may get interested and join in. Communication Skill: I am able to communicate effectively and convey my thoughts clearly. This skill brings the extra confidence in me. Resourcefulness: I try to complete the assigned task with limited resources. Resources can be time, team members, etc.
Why do you want to apply to EY? What attracts you to EY?	EY is one of the Big 4s and one of the biggest brands. I would be proud to work for a company which leads the industry. The things that attracts me most is the culture in EY supports learning and development on the job – and rewards hard work.
Why do you want to work in FSO? What is it in the sector that interests you?	I have worked with clients of Retail and Travel and Hospitality but never with Financial Services. In financial institutions the IT environments are extremely complex and they are standard targets of cyber-attacks which makes their security systems also interesting and there will be a lots of scope to contribute and lot of things to learn from.
Why do you want to work in cyber?	Potential Growth: Here the learning never stops and here is a massive opportunity to stay engaged and challenged. Puzzles: Here we rely on some tried and true principles, but the current tactics can change day-to-day. New risks are created and it is this job that identifies, understands and helps address these risks. There's always a new puzzle that needs to be solved. Impact: From banking to buying to chatting with friends, security technologies make a lot of our current digital world possible.
What experience or skills do you have around cyber or security related strategy, policy or advisory?	I have worked on a project where we have to maintain audit logs in the Identity management system. Though I have not worked directly, I have idea about ISO 27001 standard for Information Security Management System(ISMS) and GDPR.
What experience or skills do you have around cyber or security related threat management, including threat modelling, threat modelling, testing, or incident response?	Currently, I do not have any experience related threat management, including threat modelling, threat modelling, testing, or incident response.
What experience or skills do you have around identity and access management?	I have 3+ years' experience in Identity and Access Management Domain and Access Governance as Application Developer & Security Engineer for Sailpoint IdentityIQ. Currently working on Sailpoint application onboarding, end to end Life cycle management (Joiner, Leaver, Rehire, etc.), Custom Rules, Tasks, Custom objects, Plugins and Reporting. I also have hands on knowledge on LDAP and Oracle Identity Manager.
What experience or skills do you have around data protection and privacy? This includes eDLP, GDPR and associated or similar national and international regulatory requirements.	I have idea about GDPR which was implemented recently. I have read about the Data Subject Rights. I also have read about the PSD2 which was also implemented this year.
What experience or skills do you have around crisis planning and management, related to cyber or data incidents?	I was the critical resource of our project for Business continuity planning. Though we have not experienced any real crisis, my current company and client conducts annual testing for the same to test our preparedness. We need to switch our servers to Disaster Recovery site for 2 weeks to test if we are always ready or not.

What experience or skills do you have related to the design or launch of new capabilities or assets? This could include technical design, testing, agile project management, product descriptions or requirements management.	*I have worked on designing a framework which was used to implement in IdentityIQ which gives birthright access to users at the time of Joiner and Rehire. This framework made it simpler for our developers to onboard new application to the system with making a few changes. I have also designed Plugins in IdentityIQ as per customer requirements.*

Part 2: Competencies self-assessment

This section is designed to assess your competencies against those most valued by employers. It is broken down into six sub-sections.

Technical excellence: being respected for what you do is important. A client wants to employee a competent and reliable consultant. A team wants to work with someone they respect and can depend on.	
Management: describe a time when you had to manage a task within time, resource and/or budget. What was the situation? What was your task? What did you do? And what were the results?	We had a situation where had to generate a complex report daily which was provided to client along with our daily development work. We implemented this report in Sailpoint IdentityIQ which can be scheduled daily and along with that the report was available on demand when the user wants. This decreased manual effort which was used to generate the report. The report was scheduled and it was also available for on demand generation.
Technical competence: what are your technical strengths? These might be "cyber" related, or could be around technical or project management. Describe how you have used these skills on a technical piece of work, research or innovation about which you are proud.	I code in Java, Python and SQL. I try to automate thing whenever possible. I have written a Python script which will automatically assign tickets to the support team after calculating the number of tickets the user already has. I have designed a framework which made application on-boarding in Sailpoint IdentityIQ easy and less time consuming. I have written SQL queries which monitors daily accounts created, AD accounts created, and other accounts created in the Identity Management so that support team can refer the report and proactively act if there are any mismatch detected. I have also developed Plugins in IdentityIQ using which customization can be done which was earlier not possible. Personally I am now working on a game that I have developed using Node.JS, socket.oi and JavaScript.(http://arvi.herokuapp.com/)
Innovation: describe a time when you improved a way of working, a process or similar. What impact did your improvement make?	Earlier our support team used manually assign tickets in Service Now. I wrote a python script which reads the current number of tickets assigned to each user and distributes the new incoming tickets accordingly. After this, support member need not worry about ticket assignment and concentrated more on ticket solving. When our IdentityIQ was in development phase the birth right access code was directly written it the Workflow without any framework. I designed a framework which made birth right provisioning and new application on-boarding simpler. And by simply following the framework new applications can be on-boarded to IdentityIQ easily.
Commerciality: building commercial awareness takes time and on-the-job experience. But having some understanding of the business world, and being able to look at situations from a commercial perspective, will strengthen your position.	
Rigour: describe a time you used data to make a decision. How did you take in evidence, integrate information from multiple sources, derive meaning from it, and make critical decisions quickly?	Once my manager asked me to help him preparing a report for deciding SLA for our support project. I had to collect all the data from Service Now about average number of incoming tickets of different priority and time taken to resolve them considering number of project members. I provided report with all the information which greatly helped proposing our SLA to our client.

Professional reading: describe a recent business related article which really interested you. What was it and why?	Recently I read an article "The Future of Identity and Access Management". Here it was discussed that in future how IAM will expand beyond human to include smart devices as identities. I like how it was explained how passwords are going to change in future. How different biometrics will be used as password and how AI will automatically authenticate and authorize users without demanding explicit authentication from the users. This will require IAM to maintain Identity and authorize users. What I liked in the article is the futuristic view of IAM and how IAM will affect the day to day life of all the people.
Professional networks: what professional networks do you or have you belonged to? These might be professional bodies (like IISP or IET), certification bodies (like OSCP or ISC2), or university or interest society or club (such as investment groups, or technical chapters). Which one do you value the most and why?	I am a member of Sailpoint Compass Community. Sailpoint IdentityIQ is mainly community driven. Here all the Sailpoint developer and architect come together to help each other and solve problems together. This is a platform where members can share their own ideas and approach to different problems. Many white papers are published by members which are very useful. I value this community because of the give and take approach and developers from across the world are working together to build a better system.
Influence: what you say can have a powerful impact on someone. Making them understand your views could even change their mind. It's an important skill in business, and can be learned.	
What do you consider to be your key strengths in communicating your views and opinions?	I consider understanding the audience first, listening them and getting constant feedback from them to be by key strength in communicating my views to them. For in verbal scenario I take some time to know the people I am taking to and then I try to communicate my view in a way they could understand. In written communications, as in emails, I always try to include more details as I want the other person to understand clearly and always ask them to contact me if there are questions from their side.
What do you consider to be your key areas of improvement in being able to communicate your views and opinions?	I want to have more fluency in English. Although I can effectively communicate my views in English, I am working on my fluency. I always consider how to take feedback from people as a constant area of improvement. Improving in this area will make me more effective while communicating my views.
What is your communication style? Are you better with a group, in person, via written reports or in presentations? Describe your communication style and how you´ve come to this conclusion.	I have Assertive communication style. In groups I am able to listen and share my ideas effectively. However, in person I feel that I am able to connect more with the person and share my ideas and give attention solely to them. I am good at writing reports and include more details. However, again, I would consider presentations to be more effective because there I am able describe the idea more verbally and can get real time feedback from people. I have the confidence to communicate without having to employ games or manipulation. I try to achieve my goals without hurting others. I always try to build trust so that the other people can also communicate effectively.

Leadership: leadership is a critical attribute for all of our people at EY. From our CEO to our trainees, our organisation depends on high performing teams.	
Describe a time you took the lead in a team project. This might be at university, at work or outside. What was the outcome of the project?	Although I have not managed people in terms of performance reviews, I have lead a support team of 4 people from off-shore. In this role, my responsibility was to make sure the project is moving forward efficiently. I used to put together informal scrum sessions instead of long meetings. I used to divide works within my colleagues and before the end of the day we used to have our daily stand-up call with our onsite peers. I conducted small sessions weekly where we discussed the incident trends and it possibility of automation in the system. The outcome was efficient incident management, automation in support work and good onsite off-shore sync and increased customer satisfaction.
How do you stay motivated? How do you keep those around you and working with you motivated?	My attitude to learning new things, challenging myself and to make something new keeps me motivated. Sometimes my work does get repetitive. However, I always try to do something which will make this work interesting. Such as, I decide to automate such repetitive work which benefits both me and the company. Sometimes, automations are not possible and that is when meeting deadlines and targets and working with the team motivates me. I like to keep my work challenging for me. I always share the praise I get with my team members and ask for their feedback and I stand up for the team. I always share my learning and give feedback which keeps those around me motivated.
Describe a time you experienced an injustice. This can be anything which you felt was contrary to fairness. How did you react and what was the outcome of the situation?	This happened a few days back. All the team members were called by the manager to pitch our idea about a new use case. I shared my ideas and somehow I felt that my manager seemed to ignore my idea. I felt a bit bad and I felt that I should approach my manager and ask the same in a polite manner. I asked him why my idea was not considered. My manager said that my algorithm was optimized and
Collaboration: working well with others to achieve a shared goal is a foundational skill in business. You're not expected to know everything yourself, so it's important to be able to recognise your own strengths and those of people around you in order to achieve the best results.	
Describe a time you had to gather data or information from people outside of your team. They might be with a client or in a different research area. How did you approach them and how did you ensure you'd get information on time, accurately and with integrity?	I was developing a report for one of our clients and we needed to know what data and columns they want in that report and what will be the filter that they can apply on the data. At first I set up a meeting with them on phone and after the call I sent them a minutes of meeting where everything we discussed was summarized. To get information on time I needed to follow up with the mails with our clients. I always send mail after any meeting with our clients or other teams to have a record what was discussed and to let them know that we are on the same page.
Describe a time when you gave constructive feedback to someone. What worked well, and what might you improve next time? What did you learn from the experience?	Few days back we had a deployment of our application. I requested one my team mates to come on weekend along with me as it was a critical one for us. We faced some issues during the deployment which we were to fix. I appreciated the extra hours he put in and without him we would never be able to make it in time. I learned that when people get constructive feedback they try more to give their best. The thing I would like to improve next time is to send an appreciation mail copying our leaders so that he gets the recognition he deserved.
We live in a globalised era. How would you make sure a remote team communicates well?	Phone calls and mails will be our mail media of communication. I prefer a daily status call where we can discuss and share our progress. For team bonding we will have video conference calls at least once a month with the whole team not only we will discuss about work but also get to know our team better. Mails will follow every status call and for other important updates.

Personal brand: did you know; people will form a lasting opinion of your after just 7 seconds? Make sure it's a good one, by understanding they key principles of building a strong personal brand - whether online or face-to-face.	
What are your three most important values which you want to bring to your work life, personal life and help grow in others? Why did you choose these values?	*Integrity:* I believe in doing the right things, always. It also means that we treat our colleagues and clients with respect and value their opinions. *Passion:* I bring my can-do attitude, with the enthusiasm and commitment to go the extra mile. Everything I do, I do with passion—for our clients, our communities and our organization. *Collaboration:* I believe that the better we share knowledge and work together, the more we can achieve for our clients and ourselves.
Work life can be demanding. How do you maintain a balance between personal and professional commitments?	*Time Management:* I define my time for work and time for self. *Setting goals and deadlines:* Setting goals and deadlines ahead helps me prioritize my work. *Exercise:* I have a defined time for exercise daily. This help me stay fit and focus and helps me maintain the balance.
How do you grow professionally? What have you done for your own personal growth and for those around you?	*Learn:* There are plenty of resources available on Internet. I try to pick topics that are relevant to my job or unrelated. Either way I am growing. *Having a mentor:* I think having a mentor is important. It is always to have someone to run ideas by who has more experience. *Like-minded peers:* It's guaranteed to be enriching. By this we share ideas with each other and help each other grow.

Part 3: Further advice, background and resources

This section is designed to provide you:

- Guidance for completing this questionnaire.

- General guidance around interview processes, techniques and what EY looks for.

- Instructions on how to send back your completed questionnaire.

- Guidance on next steps, and around any question you might have.

1. Guidance for completing this questionnaire

- We want you to succeed. There are no "trick" questions. Nor are there any "wrong" or "right" answers, but there are good and bad ones. Try your best and don´t look to "game the system".

- The questions are not dissimilar to those you might expect in any interview. Be honest when answering. This should help you regardless of your career choices, and nurture self-awareness going forward. Naturally, EY values integrity.

- Try to keep your answers concise. If you prefer, provide bullet points with comments.

2. General guidance

- For situational interview questions, a good mnemonic to use is STAR: Situation; Task; Action; Result. Try structuring your responses accordingly.

- Research the company. Make sure you understand what the terms "FSO" and "EMEIA" stand for. Try to get a picture of the company, its structure and vision to make sure you are well prepared before any interview.

- Use your initiative. Reach out to people in the team or around the team you are interested in to find out more. LinkedIn can be a very helpful tool. Be positive, polite and professional, and engage to find out more.

- Try the following on-line resources to help you on your journey:

- o [YouTube EY graduate channel](#)

- o [Learning about EY](#)

- o [Showing your strengths in job application](#)

3. Instructions on how to send back your completed questionnaire

- Please save the completed questionnaire as a pdf in the following format:

  - o <your first and last name><date of completion> questionnaire1.pdf

- Please save your most recent CV as a pdf in the following format:

  - o <your first and last name><date of completion> CV.pdf

- Please send your completed questionnaire, together with your most recent CV, directly back to [me:](#)

  - o Patrick.macgloin@es.ey.com

4. Next steps and any further questions

- All questionnaires will be processed. Once reviewed, we shall provide feedback

- Candidates will typically be asked to attend two interviews with my team, and a final interview with myself, before a final decision will be made.

- If you have any questions, please contact me directly.

- I am keen to receive feedback on this process from candidates. Please direct them to me.