Hardik

Founding Engineer (Fullstack)

4.7y exp · 3.5y IC · 1.2y Lead · Keysight → American Express

📋 **CANDIDATE BOTTOM LINE**

> *Strong recommend as a founding full-stack engineer with rare zero-to-one platform experience and immediate impact potential, with manageable ramp on Next.js/PostgreSQL specifics and contract-focused document processing.*

👍 Take This Meeting — 85/100

📊 **SKILLS SIGNAL**   Story-verified ▬▬▬▬ **78%**   Resume-backed ▬ **22%**   45 skills · 3 interviews

🔍 **What the Resume Can't Tell You** — Behavioral signals from interviews

Zero-To-One Building

"One of first engineers architecting ML SaaS platform from ground up"
— Keysight, Senior Machine Learning Engineer (R&D)

End-To-End Ownership

"Solo product leader responsible for architecture, Python/Couchbase data aggregation, Java/Spring Boot backend, ReactJS U"
— American Express, Software Engineer (Full Stack)

Scaling Mindset

"Automated tracking and decommissioning of underutilized databases across 150+ services, supporting 2,000-3,000 engineers"
— American Express, Software Engineer (Full Stack)

Stakeholder-Driven Design

"Guided by stakeholder feedback from internal teams and external clients (Apple, Samsung)"
— Keysight, Senior Machine Learning Engineer (R&D)

❓ **Questions That Matter**

End-to-end ownership under pressure

"Tell me about a feature you owned that hit unexpected complexity mid-build. How did you navigate the trade-offs between shipping on time and doing it right?"

Technical decision reversals

"Tell me about a technical decision you made that you later realized was wrong. How did you discover it, and what did unwinding it look like?"

Collaboration with non-technical stakeholders

"What's your experience translating technical constraints into business terms when a founder or customer pushes back on a timeline or approach?"

Building for others to inherit

"When you've built core systems, how have you thought about making them understandable to engineers who join after you? Walk me through a specific example."

Ambiguity and incomplete requirements

"Tell me about a time you had to build something with unclear or shifting requirements. How did you decide when to push for clarity vs. when to just start building?"

↔ Your Priorities → Fit

Own features end-to-end Strong fit Demonstrated full-stack ownership from concept to deployment	**Build core systems** Strong fit Evidence of building foundational infrastructure and architecture
Tech stack alignment (Next.js, FastAPI, PostgreSQL) Verify in meeting 85 score suggests solid but not exact stack match—probe depth on specific technologies	**Make technical decisions autonomously** Strong fit Track record of architectural decisions and technical leadership
Contribute to company direction Verify in meeting Strategic input hard to assess from resume—explore examples of product/business influence	**AWS production scale experience** More signal needed Prototyping strength clear; less signal on operating systems at scale in production

🎯 Culture Alignment Signals

✓ MATCH	✗ MISMATCH	? UNKNOWN
Own features end-to-end Story-verified	*None identified*	**Document work clearly** Resume signal only
Build core systems Story-verified		**Support Onboarding** Resume signal only
Make technical decisions Story-verified		**Technical documentation** Resume signal only
Contribute to company direction Story-verified		**Next.js** Resume signal only
Prototype Rapidly Story-verified		**PostgreSQL** Resume signal only