



**26500 Anchorage CT, Suite 101, Novi, MI 48374**

**Job Description for the Web Developer (Remote) Position**

We are looking for a skilled web developer who will be responsible for developing and/or designing websites for our company. You will be working alongside a team of other developers in creating, maintaining, and updating our websites.

**Responsibilities:**

- Website and software application designing, building, or maintaining.
- Using scripting or authoring languages, management tools, content creation tools, applications, and digital media.
- Conferring with teams to resolve conflicts, prioritize needs, develop content criteria, or choose solutions.
- Directing or performing Website updates.
- Developing or validating test routines and schedules to ensure that test cases mimic external interfaces and address all browser and device types.
- Editing, writing, or designing Website content, and directing team members who produce content.
- Maintaining an understanding of the latest Web applications and programming practices through education, study, and participation in conferences, workshops, and groups.

**Requirements:**

- Bachelor's degree in Web development or related field, or relevant experience.
- Solid knowledge and experience in programming applications.
- Proficient in JavaScript, HTML, CSS.
- Proficient in My SQL.
- Dedicated team player.
- Ability to thrive in a fast-paced environment.
- Solid ability in both written and verbal communication.
- Knowledge of programming language and technical terminology.
- Able to develop ideas and processes and clearly express them.
- High degree of independent judgment.
- Able to solve complex problems.

**Compensation**

Compensation is \$80 per hour.

**Place of Work**

Remote Full Time



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## **The Interview Questions**

**Instructions:** Please precede all your answers with the question you are answering.  
Use acronyms only after you've explained them.  
Use correct spelling and grammar.

***Candidate's Name:***

1. Are you currently employed?  
No.
2. What motivated you to become a web developer?  
I like creating things and being limited to just my imagination
3. Can you explain the difference between HTML, CSS, and JavaScript?  
I always say that JavaScript is like the brain, it's what handles all the logic. HTML is like the skeleton, it's what handles the structure of the page. CSS is like the clothes, it's the aesthetics of the page. These are all languages of the browser.
4. How do you ensure your code is accessible to users with disabilities?
  - Ensuring that tabindex works for users that can't use the mouse so they can tab around the page.
  - Keep color contrast in mind.
  - Use aria-labels for better access to form control.
5. Describe the difference between GET and POST requests.  
A GET request doesn't have request.body, POST requests do.
6. How would you optimize a website's performance?
  - Code splitting
  - Lazy loading
  - Pagination to remove excess API calls
  - Re-usable code to maintain DRY principle
  - Caching
  - Batch API calls if necessary.
7. How do you handle cross-browser compatibility issues?
  - I would use a framework to avoid most of these issues i.e. React or Angular.
  - Use a CSS Reset
  - Check on MDM is certain selectors are compatibles on all browsers
8. What are the differences between server-side and client-side programming?  
Server-side means that code is being handled on the server before it reaches the client. It is used when we want to handle more sensitive information such as authentication. The tradeoff is that it adds more load on the server resulting in longer wait time before the client sees anything. Client-side programming is handled on the browser. Used for DOM manipulation, UI/UX experience, client-side routing. It has reduced load on the server, but is more susceptible to XSS attacks.



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9. How do you secure a web application against common vulnerabilities?
  - Validation checks on both front-end and back-end.
  - Authentication and session management, especially for API calls
  - Hashing passwords and other sensitive data before saving to database
  - Error handling
10. How would you approach collaborating with designers and other developers on a project?
  - Document the standards of the project, goals, and future enhancements
  - Define Roles and Responsibilities through something like JIRA
  - Use a tool like Figma to illustrate what the final product should look like
  - Discuss if there can be potential issues with the design and be open to suggestions
11. Can you explain the concept of asynchronous programming?

It allows the execution of multiple tasks without blocking the main thread. JavaScript is mainly a single threaded, synchronous language but we can make it perform with asynchronous-like behavior by utilizing callback queues, the call stack, and event loops.
12. Tell me about your experience working remotely.
  - My last job at Sony Pictures was a hybrid position but was largely remote where I would sometimes go to office once a week.
13. Can you discuss a recent web development project you worked on, including challenges you faced and how you overcame them?

A project I worked on was experiencing slow loading times and performance bottlenecks, especially when handling large datasets and concurrent user sessions. I implemented caching strategies using Redis for frequently accessed data to reduce database load. A major challenge I faced was transforming the data from my database to be in the same shape as an external API call. This required difficult database transformation queries and I overcame it through trial and error, transforming something small and seeing the outcome, and then large-scaling it.
14. Describe your daily routine as a remote web developer.

I start my morning at 8 a.m. with a healthy breakfast. I review my tasks for the day and prioritize them based on deadlines and dependencies. I would do daily stand up and report what I did yesterday and what I plan to do today. I am used to working in an AGILE environment so the idea is to work on one task at a time. Typically, I work on new features, bugfixes, or data-fix scripts. I work on those until my lunch break around 1 p.m. Once I am able to come up with a solution, I try to clean up my code and make it as optimal as possible while adhering to the company's standards. After that, I write unit test cases, raise for code review and if passed, deploy to one of our non-prod environments. If there is enough time during the day, I would pick up another ticket and start working on that.
15. What makes you stand out from other web developer candidates for this position?

I say what makes me stand out is my well-roundness. I have experience working in a remote setting as well as working for a huge company like Sony so I know best practices. My strengths and interests lie in web-development so I am well-versed in the MERN stack and work on it on an everyday basis. I'm a team player and I excel quickly to a new environment. I believe I would be a great contribution to your team.



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