Interview Guide for J(ane|ohn) Doe

Summary

The candidate is interviewing for the role of full stack developer with the focus on the control panel for the Mailgun team (level II or III). The candidate will be primarily responsible for working on and improving the web-based control panel, including python based back end and javascript/HTML/CSS front end.
They will be the "bridge" between the back-end engineers and UI/UX designers. The candidate will be the only developer working on the control panel on the team, so they needs to be able to take initiative, be somewhat autonomous and be able to "ship stuff" efficiently. Candidate will be responsible for choosing the right and appropriate technology stack, set up development, testing and deployment environments. The ability to collaborate effectively in the product scope and design process is also important.

Below are the panels and the general goals of each panel. Sample software developer questions are also attached.

Fit for the role – Anton E and Lee M

Does the candidate have the skills to do the job and does she fill the current team's gaps well?

- Does the candidate have the proper knowledge and expertise for the role?
- How deeply the candidate understands how Javascript interacts with HTML, CSS within the browser?
- How good does the candidate understand how Python based web server works (what is WSGI, how does web server processes the request)
- What workflow the candidate would set up for his development and shipping process
- Does the candidate's back end and front-end development knowledge fills our team's gaps well?
- What does the candidate want to learn more of in the future?
- What would the candidate be good at outside of this specific role?

Product Design / Problem Solving – Paul Q and Sasha K

I'd like this panel to get a feel for the candidate's general design and problem solving skills.
- How does the candidate evaluate different approaches to solving problems?

- How does the candidate breakdown a general description of product goals into the implementation details?
- Does the candidate have a realistic approach to shipping products?
- Can the candidate take an ambiguous and chaotic problem and find a clever solution?
- How does the candidate get beyond /around immediate blockers and make progress?
- Does the candidate have a good sense for when to take a "quick and dirty" approach vs. a more thorough approach?

Technical Panel – Roman T and Robert C

I'd like this panel to test the candidate's general technical aptitude. I'd like this panel to get a feel for the boundaries of her technical expertise / knowledge.
- What is the candidate's Algorithms / Engineering / Coding ability.
- What is the candidate's general technical knowledge about:
    - Javascript language
    - Python language
    - How databases work

Culture / Passion – Michael F and Taylor W

Looking for overall office/ team / racker fit, along with strong passion and energy to make a big impact.
- Do they seem like someone we can work and collaborate with?
- Do they seem like someone that wants to make a big impact on the office?
- Do they have a strong passion and energy for their work?
- Do they take initiative?
- Where do they see their career going in the future?
- Will they be a good representative for the company and team outside of the office?