

[Conducting Effective Tech Interviews]

Introduction: Video: Demonstration of how to conduct technical interviews:

- How to improvise and go off script to dig deeper
- How to interview for business acumen plus tech skills

Learning Objectives:

Identify how to conduct effective technical interviews.

Outline:

- Title Scene 1: Conducting Effective Technical Interviews
- Opening scenes show how not to conduct a technical interview
 - Scene 2 & 3: Email exchange on computer screens between Hiring Manager & recruiter
 - Scene 4: Office later; recruiter is interviewing a candidate
 - Scene 5: Later on, video call between HM & recruiter
- Middle scenes: transition to explanation and demonstration of how to conduct effective tech interview
 - Scene 6: Narrator, like Rod Sirling of Twilight Zone transitions with spinning spiral background
 - Scene 7: Different recruiter interviewing different candidate shows how to conduct effective technical interview
- Final Scene 8: Summary Transition Back to Narrator, (Rod Sirling of Twilight Zone) transitions with spinning spiral background


Characters:

1. Recruiter #1-scenes 1, 4, & 5
2. Candidate #1-scenes 1 & 4
3. Hiring Manager-scene 5
4. Narrator-scenes 6 & 8
5. Recruiter #2-scene 7
6. Candidate #2-scene 7
7. Me (Kristen Sherman)-scene 8

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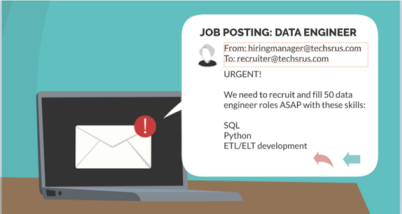


Color Palette: Business Friendly style:

1. [Conducting Effective Tech Interviews]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Background: light gray/dark gray swirl</p> <p>candidate #1 & recruiter #1 shaking hands sitting, at desk, smiling</p> <p>[OST] <i>Conducting Effective Technical Interviews</i></p> 	<p><i>Background music: Chasing the Spotlight 15%</i></p> <p><i>Conducting Effective Technical Interviews</i></p>	<p>characters shaking hands</p> <p>split vertical scene transition</p>	

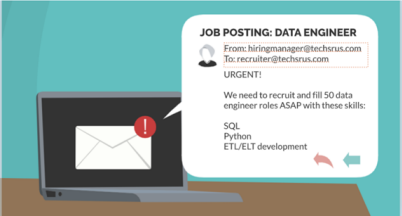
2. [Job Posting: Data Engineer Email Exchange]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>laptop with email message from office templates</p> <p>[OST] JOB POSTING: DATA ENGINEER</p>	<p><i>Background music: Chasing the Spotlight 15%</i></p> <p>We need to recruit and fill 50 data engineer roles ASAP with these skills</p>	<p>Typing text entrance animation</p> <p>dissolve scene transition</p>	


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<p>From: hiringmanager@techsrus.com To: recruiter@techsrus.com URGENT!</p> <p>We need to recruit and fill 50 data engineer roles ASAP with these skills:</p> <p>SQL Python ETL/ELT development</p> 			
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3. [Job Posting: Data Engineer Email Exchange]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>visuals same as scene 2;</p> <p>[OST] reply: JOB POSTING: DATA ENGINEER</p>	<p><i>Background music: Chasing the Spotlight 15%</i></p>	<p>Typing text entrance animation</p>	


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<p>From: recruiter@techsrus.com</p> <p>To: hiringmanager@techsrus.com</p> <p>No problem! I've got a slew of candidates on file for this position.</p> 	<p>No problem! I've got a slew of candidates on file for this position.</p>		
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4. [Office Scene: Recruiter#1 interviewing Candidate#1]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Background: office template with recruiter #1 interviewing candidate #1, both sitting at desk; checklist clipboard on desk</p> 	<p>Background music: Chasing the Spotlight 15%</p> <p>Recruiter #1: Do you have experience with SQL? Python? ETL/ELT development?</p> <p>Candidate #1: Yes!</p> <p>Recruiter #1: Ok, great! I'll let the hiring manager know you are qualified to move on to</p>	<p>circular reveal scene transition</p>	

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	<i>the next step in the interview process.</i>		
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5. [Video Call w/Hiring Manager & Recruiter #1]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Office template video call split into 3 screens; resume document on large screen on left; Recruiter #1 on top screen right; Hiring Manager on bottom screen right;</p> <p>Resume document replaced with clipboard checklist when Recruiter #1 vo begins "Ok, but the candidate..."</p> <p>[OST] Resume (on document)</p> <p>But I used the checklist! (on top of checklist clipboard)</p> 	<p><i>Background music: Chasing the Spotlight 15%</i></p> <p><i>Hiring Manager: I interviewed this candidate that you moved forward for a second round interview, but they couldn't answer the basic follow-up questions! We need to do a better job of screening candidates for these technical roles! Repost the position so we can get some better qualified candidates.</i></p> <p><i>Recruiter #1: Ok, but the candidate had the checklist of skills you asked for!</i></p>	<p>circular reveal scene transition</p>	

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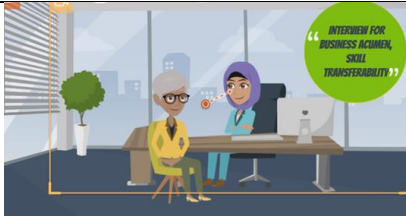
6. [Conducting Effective Tech Interviews]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Background: black/white spinning spiral background</p> <p>Narrator, like Rod Sirling of Twilight Zone, in center of scene</p> <p>checklist clipboard center of scene behind Narrator</p> <p>[OST] The Ambiguity Zone in lime green Barrio font</p> 	<p><i>Background Music: Twilight Zone theme song 8% and fades halfway until end of scene</i></p> <p><i>[Narrator] Has this ever happened to you before when interviewing candidates for technical roles? Have you screened technical candidates, only to find out later from the hiring manager that you didn't dig deep enough into their technical qualifications and business acumen to qualify them? You have entered a dimension of not only sight, sound, and checklists of tech skills, but also a dimension between shadow and substance... you have entered, the Ambiguity Zone in Interviewing Candidates for Technical Roles!</i></p> <p><i>Don't fret. Effective tech interviews arise from a delicate dance between interviewer and interviewee.</i></p>	<p>Bad transmission scene transition</p> <p>Slow zoom into Narrator</p> <p>[OST] The Ambiguity Zone in lime green Barrio font has Pop single ring entrance in sync w/vo, Blur exit, and spiral motion path</p> <p>Black/white spiral background is masked and custom spiral motion path for entire scene</p> <p>checklist clipboard Blur entrance/exit, spiral motion path</p>	

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	<p><i>The interviewer, armed with knowledge and astuteness, probes beyond the surface, unearthing hidden gems of expertise, allowing the candidate to showcase how their skills and experiences match the role. Watch it unfold before you now...</i></p>		
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<p>7. [Office Scene: Recruiter #2 interviews Candidate #2; demonstrates effective technical interview]</p>			
<p>Visuals/Graphic</p>	<p>Script/Audio</p>	<p>Programming/Animation Notes</p>	<p>Comments</p>
<p>Office template desk with Recruiter #2 and Candidate #2 both sitting</p> <p>[OST yellow circle upper right corner of scene, Bangers font] Dig deeper into candidate qualifications</p> <p>[OST blue circle upper right corner of scene, Bangers font] Improvise, go off script based on candidate’s responses</p> <p>[OST lime green circle upper right corner of scene, Bangers font] Interview of business acumen, skill transferability</p>	<p><i>Recruiter #2: Good afternoon Alex. Thank you for meeting with me today for the technical interview for our data engineer position. Please tell me a little about yourself and your experience in data engineering.</i></p> <p><i>Candidate #2: Thank you Jordan. I have over two years of experience in data engineering. I've primarily worked with SQL, Python, and ETL, ELT development.</i></p>	<p>Typing text entrance animation on circles</p> <p>Iris circle center scene transition</p> <p>slow long pan to right toward recruiter & candidate</p> <p>Yellow circle and text Blur entrance when recruiter v/o begins “Could you provide...” Blur exit when candidate begins “Sure. In my previous role...”</p> <p>Blue circle/text Blur entrance when recruiter v/o begins “Now let’s dive...” Blur exit when candidate begins “Absolutely, in terms of SQL...”</p>	<p>*For all candidate responses, fade out halfway through end of v/o to save time.*</p>

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I consider myself a self-starter and have a strong desire to continuously learn and grow.

Recruiter #2: That's great to hear. Could you provide me with an example of a project you've worked on that demonstrates your data engineering skills and experience?

Candidate #2: Sure. In my previous role, I worked on building a data pipeline for a healthcare company. The pipeline extracted data from multiple sources using SQL and Python, transformed it using ETL processes, and loaded it into a data warehouse for further analysis. I implemented data quality checks and automated the pipeline using scheduling tools like cron.

**Lime green circle/text Blur entrance when recruiter v/o begins "Now let's shift gears..."
Blur exit when candidate begins "I've successfully transferred..."**

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	<p><i>Additionally, I optimized the pipeline's performance by partitioning and indexing the tables.</i></p> <p><i>Recruiter #2: Impressive work. Now, let's dive a bit deeper into your technical expertise. You mentioned experience with SQL and Python, which are core skills for a data engineer. Could you elaborate on the complexity of the SQL queries you've written and the types of Python libraries you've utilized in your previous projects?</i></p> <p><i>Candidate #2: Absolutely. In terms of SQL, I have experience writing complex queries involving multiple joins, subqueries, and aggregations. I've optimized queries by using appropriate indexing techniques, and I'm</i></p>		
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	<p><i>familiar with performance tuning for large datasets. As for Python, I've used libraries like Pandas and NumPy for data manipulation and analysis. I've also leveraged libraries like SQLAlchemy and Psycopg2 for database connections and querying.</i></p> <p><i>Recruiter #2: Great examples. Now, let's shift gears a bit and discuss some aspects of your business acumen. Data engineering not only involves technical skills but also requires a strong understanding of the business context and the ability to contribute effectively to organizational goals. With that in mind, how have you successfully transferred your skills</i></p>		
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	<p><i>from one project or industry to another?</i></p> <p><i>Candidate #2: I've successfully transferred my core data engineering skills and adapted them to new contexts. For instance, when I moved from a finance industry project to a healthcare industry project, I utilized my transferable skills such as data modeling, ETL processes, and performance optimization techniques. Although the domains were different, the underlying principles and methodologies of data engineering were applicable, enabling me to quickly contribute to the new project.</i></p> <p><i>Recruiter #2: Thank you for your thoughtful responses. It's clear that</i></p>		
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	<p><i>you possess a well-rounded skill set beyond technical expertise. I'll be in touch with you with the next steps in the process.</i></p>		
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8. [Summary]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>*same as scene 6*</p> <p>Background: black/white spinning spiral background</p> <p>Narrator, like Rod Sirling of Twilight Zone, in center of scene</p> <p>Blue business friendly call out: [OST 1, Bangers font black] Step out of the checklist rut [OST 2, Bangers font black] Ask Unanticipated Questions [OST 3, Bangers font black] Interview for Business Acumen</p> <p>[OST 4, lime green Barrio font] Conducting Effective Tech Interviews</p>	<p><i>Background Music: Twilight Zone theme song 8% and fades halfway until end of scene</i></p> <p><i>Narrator: Dear interviewer, We have explored both a path toward conducting effective tech interviews—one that transcends the confines of a checklist and delves deeper into the essence of a candidate's abilities, as well as how not to conduct a technical interview. We witnessed an interviewer who went beyond the scripted questions. Like an artist painting on a canvas, they improvised, using the candidate's responses as brushstrokes to create a vivid</i></p>	<p>Bad Transmission scene transition</p> <p>Black/white spiral background is masked and custom spiral motion path for entire scene</p> <p>Slow zoom into Narrator</p> <p>Clipboard checklist spiral motion path and blur entrance when v/o begins “transcends the confines of a checklist...” and blur exit when v/o begins “step out the checklist rut...”</p> <p>Artist/easel spiral motion path and blur entrance when v/o begins “Like an artist...” and blur exit when v/o begins “step out of the checklist...”</p>	

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<p>[OST 5, lime green Barrio font] Beyond the Ambiguity Zone</p> <p>checklist clipboard center of scene left side, behind Narrator</p> <p>artist/easel graphic right side of narrator</p> <p>custom character (me), bottom left side of scene, in celebrating pose</p> 	<p><i>portrait of their technical skills and experiences. As we exit this peculiar dimension, let us take with us the lessons learned: Step out of the checklist rut, ask unanticipated questions, and let the interview transcend the expected by interviewing candidates for business acumen, such as versatility and skill transferability, rather than just a checklist of tech skills, for it is within these unpredictable moments that the essence of a candidate truly emerges. Welcome to the dimension beyond the Ambiguity Zone in Conducting Technical Interviews, where effective tech interviews await those who dare to dig deeper to source quality candidates!</i></p>	<p>Blue speech bubble blur entrance at v/o “lessons learned...”</p> <p>[OST 1 blur entrance when v/o begins “step out of checklist...”, blur exit when OST 2 begins]</p> <p>[OST 2 blur entrance when v/o begins “ask unanticipated...”, blur exit when OST 3 begins</p> <p>OST 3 blur entrance when v/o begins “by interviewing candidates for...”, blue exit when v/o begins “truly emerges...”</p> <p>OST 4 & 5 Pop single ring entrance when v/o begins...”Welcome to the dimension...”, blue lines exit at end of v/o.</p> <p>Custom character in excited cheering action, blur entrance and spiral motion path when v/o begins “Welcome to the dimension...” blur exit at end of v/o.</p>	
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