

Core Requirements – Software Development Engineer (SDEII) L5

Item	Description
Job Tenure	Look at the length of time in each role. If they've had a short time in a leadership role, or a short time in a range of jobs, then we'd more likely want to skip them.
Job Responsibility	Look for leaders when hiring for SDE roles. May have led projects.
Leveling Descriptions	Senior, Lead
Verbs	Designed, architected, developed, created, built, patented, established
Specific Software Languages	C, C++, C#, Java (not Java Script), Rest or Restful, Ruby, Python
Specific Software Design Experience	Service Oriented Architecture (SOA), Distributed Systems, mobile (sometimes OK but depends on industry partner). Advanced knowledge of data structures and algorithms.
Leadership Qualities	Bias for Action, Earns Trust, Deliver Results Ability to work independently – the might own a project or feature, informally lead a team, mentor junior developers, and have great problem-solving skills.

How do we assess?

- Aspiring Minds – Data points on: Coding, Problem Solving, Data Structures and Algorithms
- Recruiter Screen – Data points on: Earns Trust, Bias for Action, Deliver Results, System Design, ability to work independently, data structures and algorithms

Resume

- Software systems design should appear as architecture, design, patent, creation, or feature ownership
- Coding: the candidate should indicate that they are currently actively writing code in a strongly-typed object-oriented, reusable and maintainable code, and have experience with languages (Java, C, C++, C#, Ruby, Python, Groovy)
- Ability to work independently – might own a project or feature, informally lead a team, or mentor junior developers

Debrief Non-Negotiables (typically)

- Systems Design
- Coding
- Problem Solving
- Bias for Action
- Earns Trust
- Deliver Results

