MockIT

Candidate: Jan Kowalski; **Seniority:** Junior; **Technology:** JavaScript; **Subtechnologies:** React, TypeScript

MockIT's assessment: the candidate qualifies for a Junior position

Experience and projects (7/10)

The candidate has several ambitious private projects, including a project that collects data about real estate prices and analyzes price variability over the year and across several years. The candidate used React, Express, Docker, and PostgreSQL in this project. He was able to explain how the application's functionalities work. Lack of created documentation for the project. Only basic code organization and unclear file naming.

Technical skills (6/10)

For junior-level questions, the candidate mostly responded exhaustively and correctly. Often lack of answers when elaborating on initial questions.

1. **React and general frontend**
   - Basic knowledge of web page rendering methods (SSR, CSR) (minor plus)
   - Basic knowledge of React hooks (useState, useEffect, useContext) (minor plus)
   - Understanding of how refs work and all the ways to use them (major plus)
   - Lack of understanding of memoization in React (major problem)
   - Lack of understanding of custom hooks in React (minor problem)
2. **Craftsmanship**
   - Ability to write reusable components, knowledge of good coding practices (DRY, KISS) (major plus)
   - The candidate knows what to do when stuck on a task (minor plus)
3. **TypeScript**
   - Knowledge and understanding of the basics of TypeScript (types, interfaces, differences from JavaScript) (minor plus)
   - The candidate could not point out anti-patterns when using TypeScript (minor problem)
4. **JavaScript**
   - Very good knowledge of JavaScript functions (deep cloning of objects, features introduced in ES6, identifying incorrectly working code segments) (major plus)
   - Knowledge about states, static methods and handling Promise results (major plus)

Problem solving (8/10)

During the interview, the candidate was given a task to transform an array: arr = [1, 1, 2, 4, 9, 1, 3, 5, 3, 7] so that it only contained unique values. The task tested the ability to use built-in JavaScript functions - removing duplicates and sorting the array. The candidate solved the task without additional hints and his code worked correctly on the first attempt. The solution was not optimal (complexity - $O(n^2)$ instead of $O(n)$).

Communication (8/10)

1. **Form of response**
   - Typically comprehensive and detailed if the candidate is familiar with the subject.
2. **Cooperation with the recruiter**
   - The candidate asks for details about the problems/tasks set before him, which sometimes allowed him to answer questions he was less familiar with. (major plus)
   - Limited communication of his thoughts during "live coding". (minor problem)
   - Openness and listening skills highlight the candidate's ability to work effectively in a team. (major plus)
3. **English**
   - Communicative and understandable English, the candidate used industry-specific vocabulary.
   - Questions asked: What good coding practices do you know? What's new about ES6?