Hi! I'm Carol

Director at Tech Nottingham. Web Engineer at Monzo.

Email Address
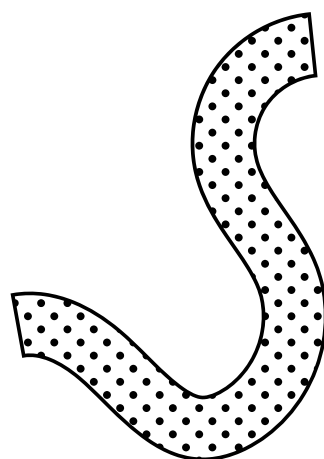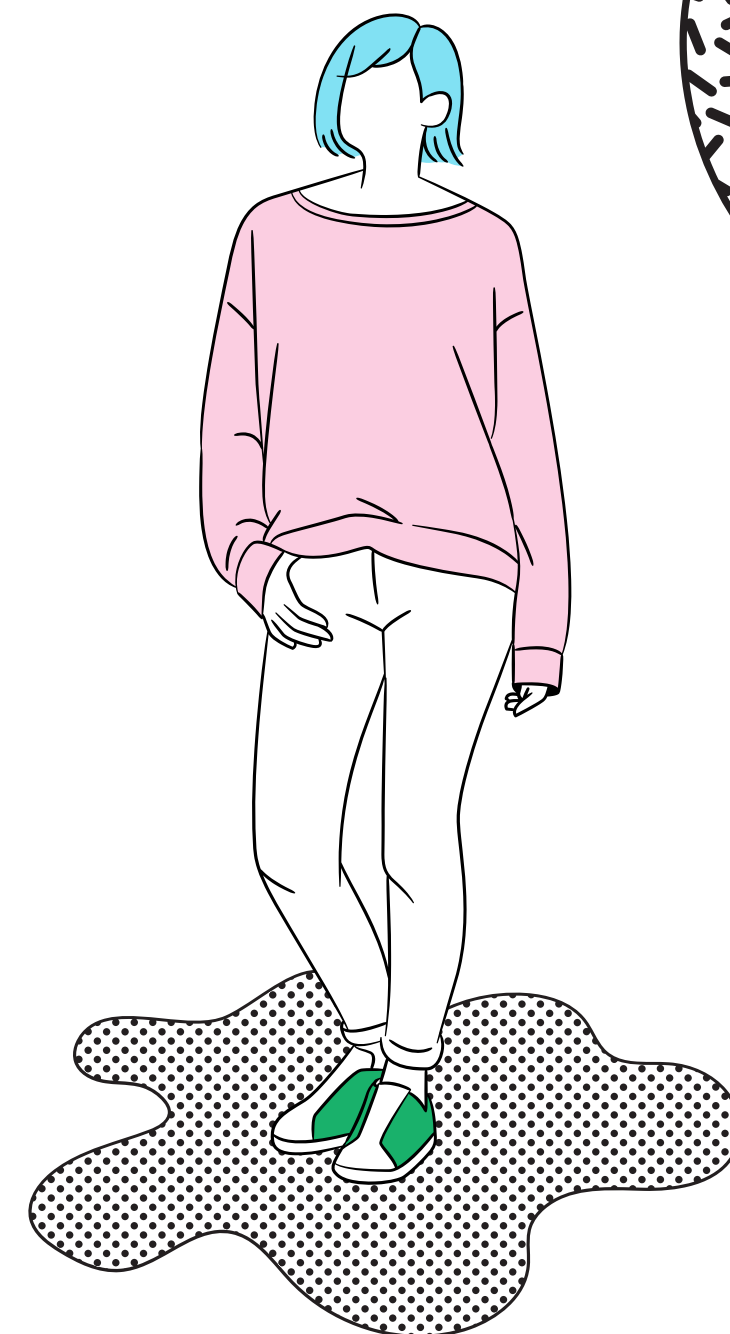
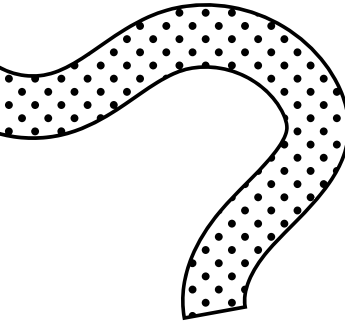hello@carol.gg

Twitter

@CarolSaysThings

Slack

@Carol

Hi! I'm
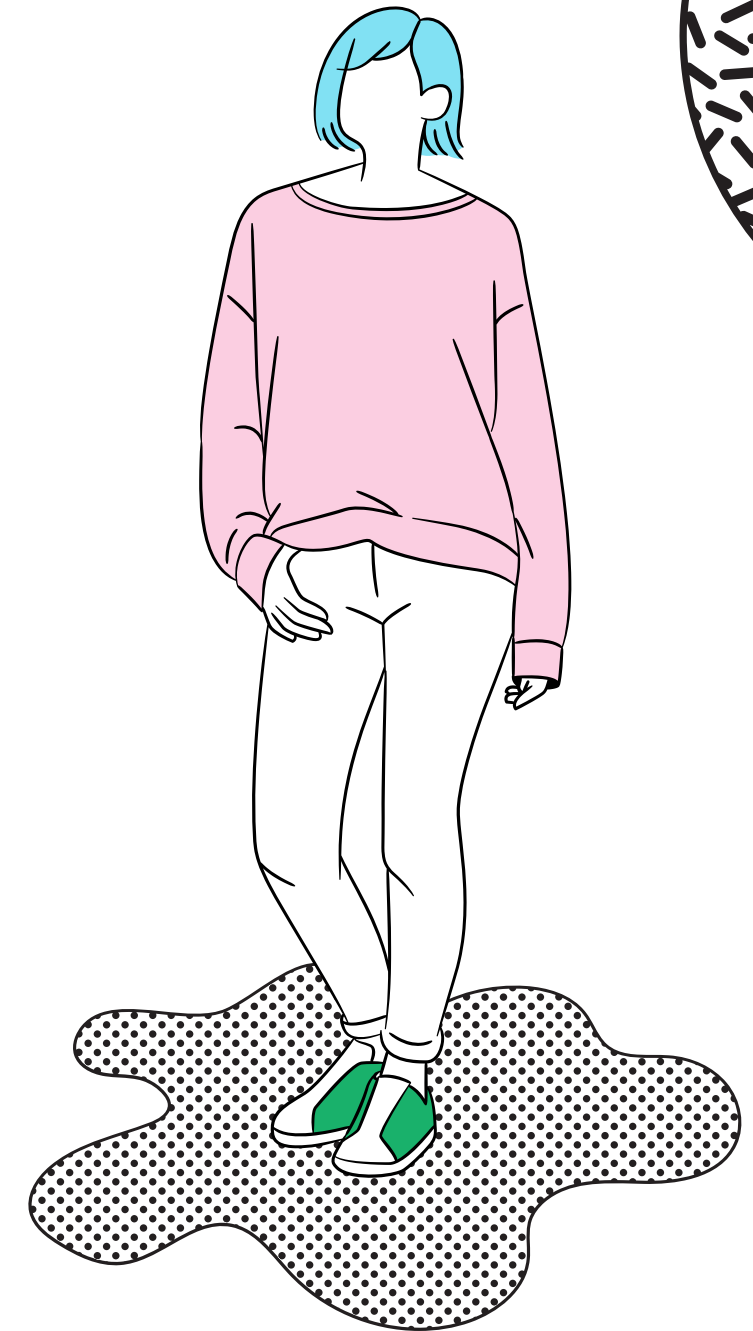# Carol

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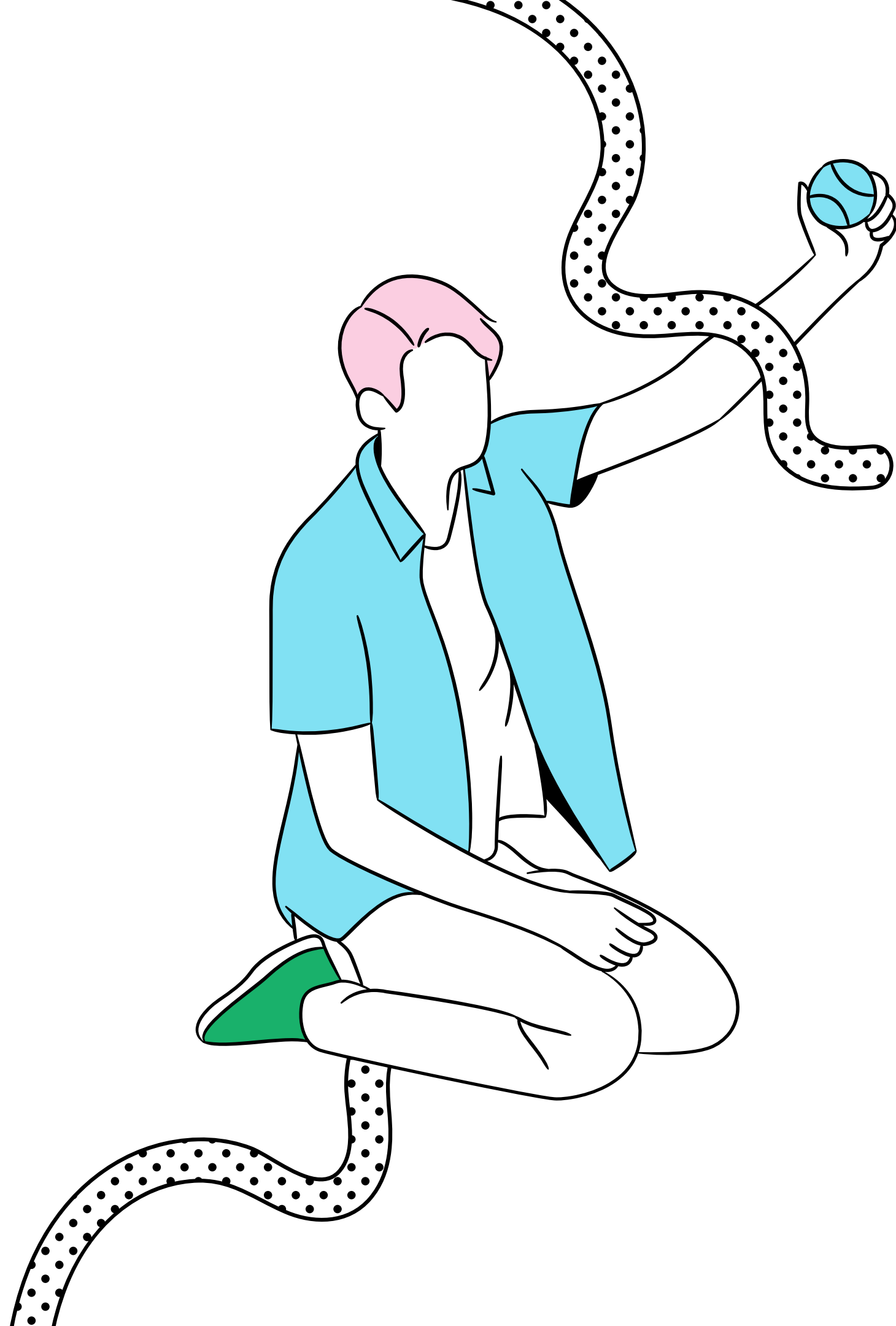**Twitter**

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Looking for
a job while
looking
after
yourself
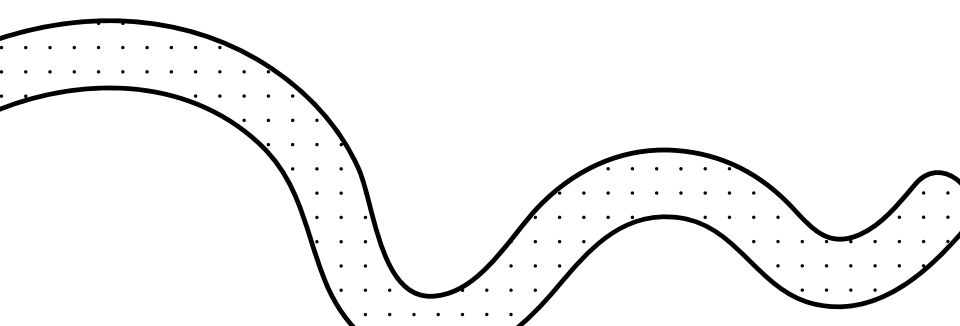
What is this talk even about?
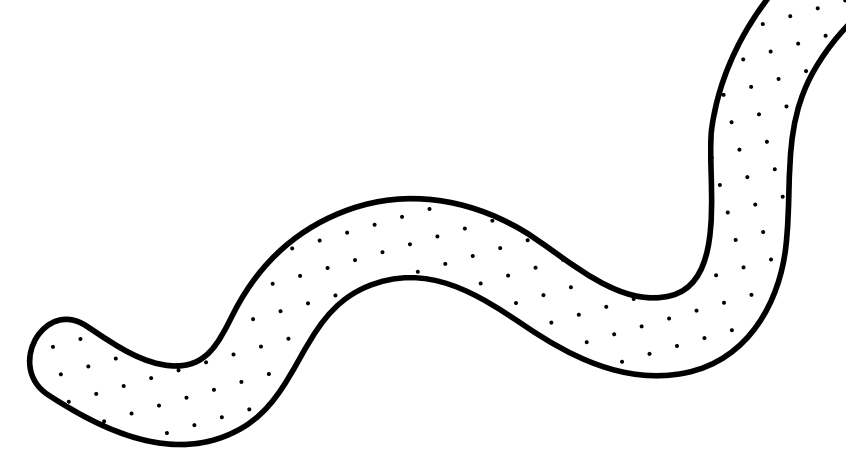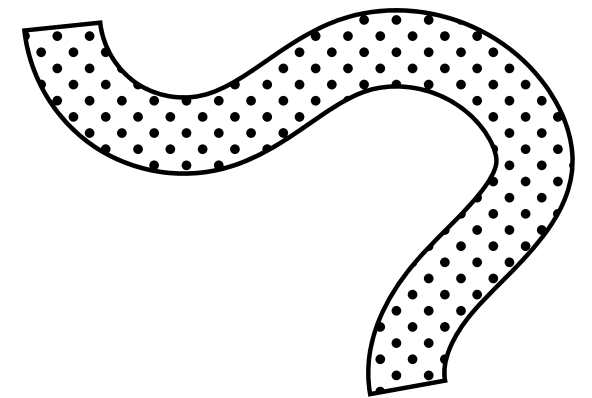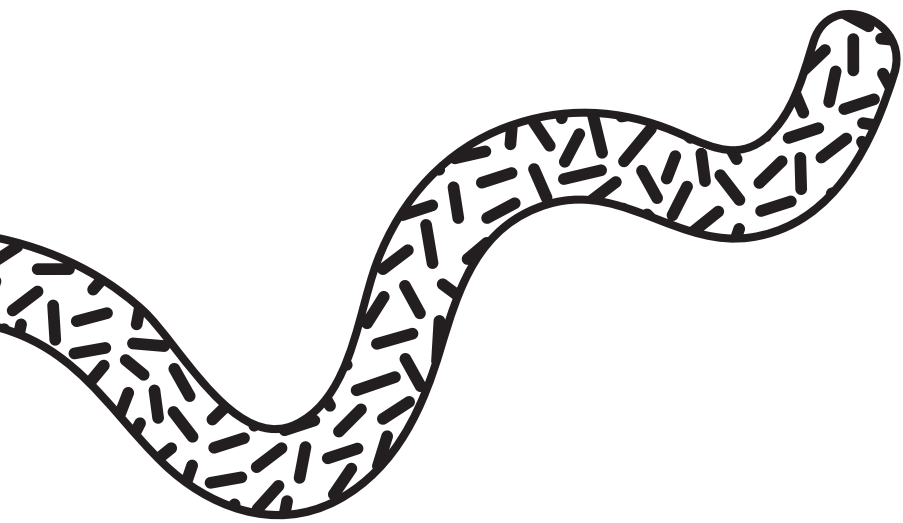
Rough steps

1) Figure out what you're optimising for

2) Prepare, but not too much

3) Execute, slowly

1) Figure out what you're ==optimising== for

What do you value most in a job? If you could change one thing about your current situation, what would it be?
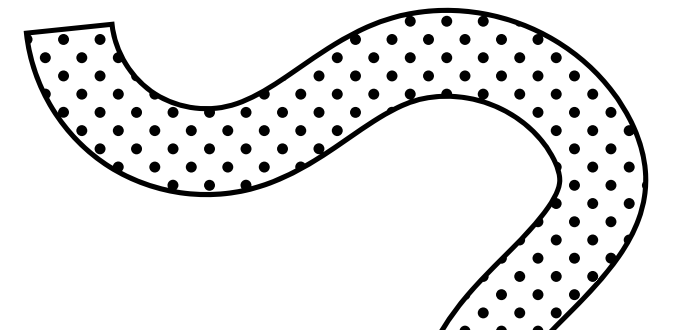
2) **Prepare, but not too much**

Focus on organising the knowledge and experience you already have.

Focus on refreshing

Don't fall into the trap of "needing" to learn heaps of new tech to find a job.
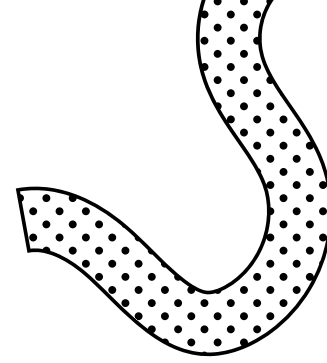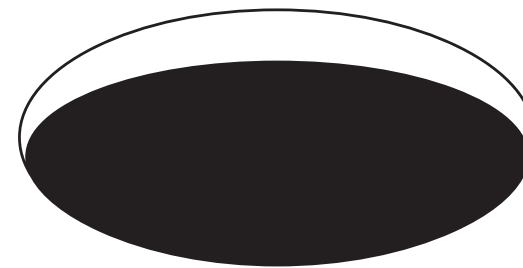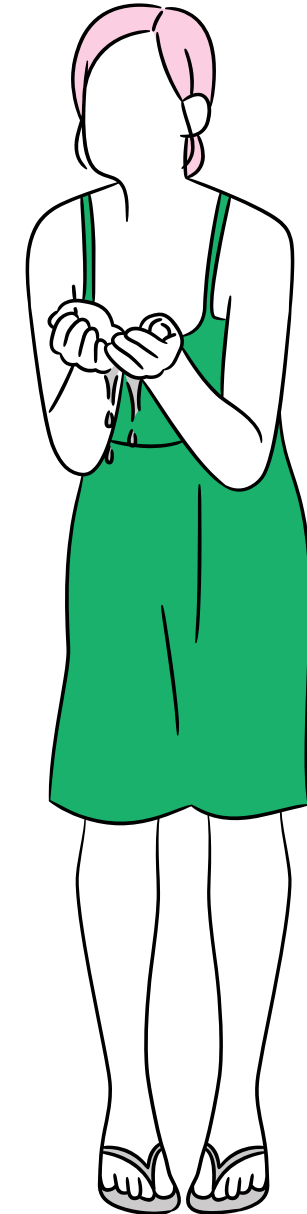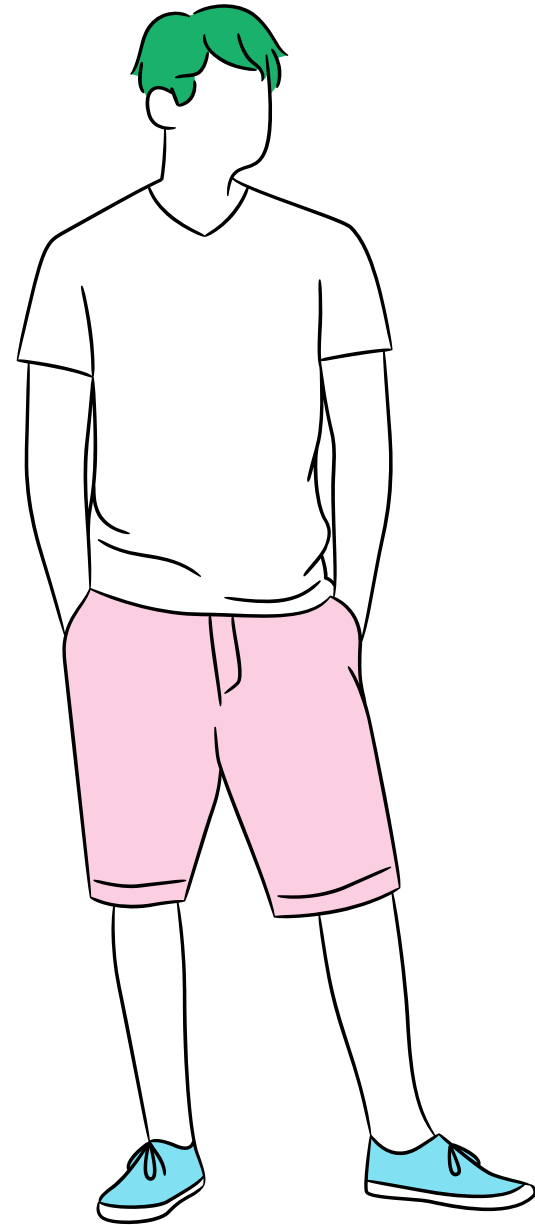
Organise your information so it's easy to remember and talk about.

💼 Job Hunting

🎤 2 minute pitch

Hi! My name is Carol, I'm a software engineer at Capital One. I studied Computer Engineering at Valencia Polytech, and once I finished I moved to the UK. I worked at a small startup for 3 years in a tech team of 4, and for the last 3 years I've been working at Capital One, in the feature team that looks after our Web Servicing platform. I've led projects in that platform, such as our latest rebrand, addition of capabilities, and improvement/maintenance of the infrastructure of the app.

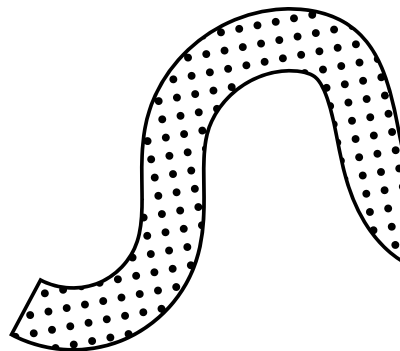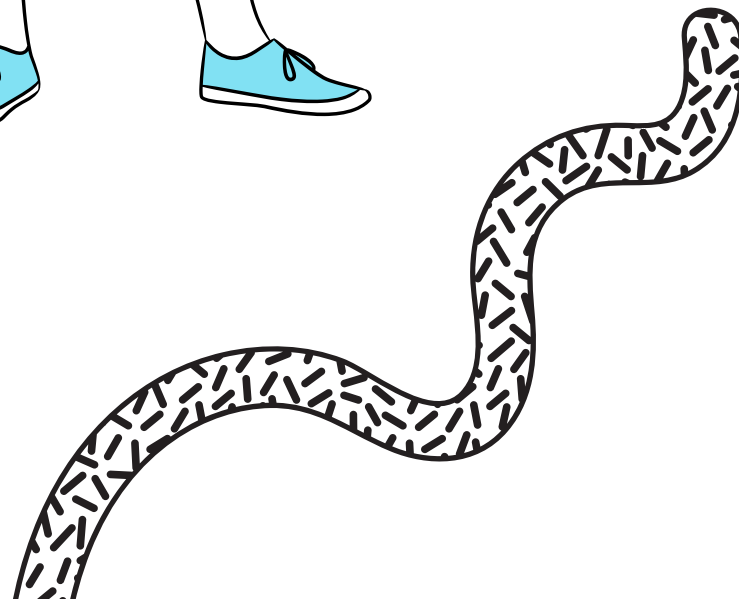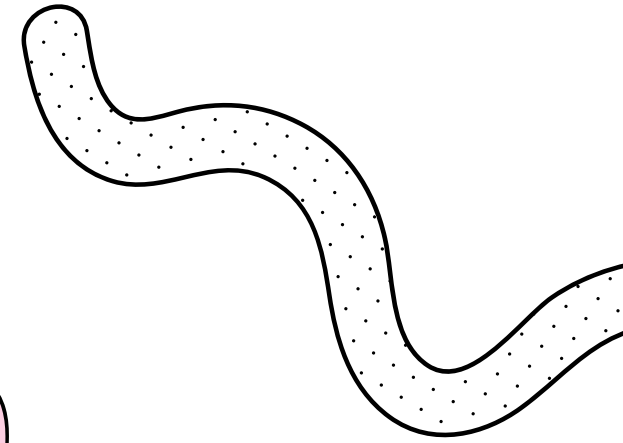I'm also a director a Tech Nottingham, the biggest tech community in Nottingham. We have over 3k members in our online community, and regularly run projects and host events.

🧰 Resources:

👩🏼 Qs for the company
✅ Actions

✉️ Notice letter
⁉️ Behavioural Qs

📝 Documents

📎 Carol Gilabert CV.pdf 61.3KB

📎 Cover Letter Example.pdf 24.6KB

📥 Job Applications   ▦ Board view ⌄

Wishlist ✨ 5	Applied 📝 0	Interview 💁 0	Offer 💰 1	Rejected 🙅 1	Withdrawn 🙅‍♀️ 2
Mid-Senior Frontend Developer Series Eight	＋ New	＋ New	📄 **Web Engineer** Monzo	📄 **Dream Job Listing** Netlify	📄 **Senior Engineer** FT
Senior FE Engineer Prolific			＋ New	＋ New	📄 Senior Frontend Engineer Remote

Carol Gilabert

Hello!

I'm an experienced engineer working on the frontend, as well as the infrastructure behind it. I'm passionate about Improvement, be that of systems, teams, processes and myself.
I am a community leader, and I enjoy learning, teaching, and working on the web ♥

Work Experience

Software Engineer
Capital One
Jan 2018 – present
- Led intent delivery on the UI & orchestration layers of a web servicing platform; as well as the infrastructure behind those.
- Stack: React, Redux, Node.js, Groovy (on Jenkins) – on AWS.

Software Developer
AppInstitute
Feb 2015 – Jan 2018
- Worked on a web based CMS for mobile app content, as well as the app framework.
- Developed features from high level requirements.
- Stack: HTML, JS, PHP – on GCP.

Education

Polytechnic University of Valencia
BsC in Computer Engineering
Sep 2011 – Sep 2015

IES Serpis
HNC in Application Development
Sep 2009 – Jun 2011

Cover letter

I have over 6 years of experience working on the web. I have worked in a small startup with a dev team of 4, and I have worked in a fairly large company with hundreds of devs, so I've seen a fair few of the challenges there are to see in the field.

Tech wise, I've worked mostly on the frontend, but under a build-it-own-it model, so retaining responsibility over the infrastructure the frontend layers sit on. That gave me experience with building and maintaining pipelines, on call duty, incident management, and other perks of software ownership.

I am also passionate about community. I'm a director at Tech Nottingham, an organisation that runs an online community, events, student outreach, among other community projects.

I enjoy teaching and mentoring other engineers, so would love an opportunity to continue that in future roles I take on.
I've been using Netlify for a few years, and it's transformed how I build for the web, so it would be so incredibly exciting to get a chance to work on it.

👱🏼‍♀️

Qs for the company

Questions for the company:

Employment terms

- Compensation
- Work arrangement (work in office vs remote)
- Benefits
  - Pension
  - Insurance (life, health)
- Flexibility
- Holidays

Career & progression:

- How frequent are one to ones?
- Dedicated time/budget for learning?
- Do employees write/speak about their work here? Is that allowed?
- How is performance evaluated?
- How is success measured for this position? What do you expect a person in this position to accomplish in 1, 3 and 6 months?
- Thinking back to people you've seen do this work previously, what differentiated the ones who were good from the ones who were really great at it?

Engineering practices:

- Source control

Notice letter

Dear [name],

Please accept this letter as a formal notification that I am resigning from my position as [job title] with [company name]. My last day will be [date].

Thank you so much for the opportunity to work in this position for the past [duration]. I've greatly enjoyed and appreciated the opportunities I've had to [things I did], and I've learnt many things, all of which I will take with me throughout my career.

During my last [notice period], I'll do everything possible to wrap up my duties and train other team members. Please let me know if there's anything else I can do to aid during the transition.

I wish [company] continued success, and I hope to stay in touch in the future.

Sincerely,

Source: Corey Quinn

✅

Onboarding checklist

☐ Start with reasonable hours

☐ Check the things I'm told during interview

☐ Expense something and see what the process is like

☐ Make a plan for the first month and check that with manager

☐ Check the first paycheck

☐ Plan how I'll use training budget

☐ Figure out informal hierarchy

☐ Enrol into benefits offered

☐ Schedule some leave

☐ Block out lunch/meeting free time

☐ Figure out how the role fits into my career goals and what's the next step

☐ Keep notes on the onboarding process

☐ Figure out how the company makes money and how my job relates to it

Source: Corey Quinn

⁉️ Behavioural Qs

Nugget first → give an idea of what the answer will be about.
SAR → Situation, Action, Result.

🔍 Search

Aa Project	☰ Q type	☰ Nugget	☰ Situation	☰ Action(s)	☰ Result	☰ Notes
Onboarding wizard	Enjoyed What you'd do differently Challenges	First project that I owned end to end, early in my career.	Onboarding to our platforms was overwhelming for customers, as there were a lot of customisation options.	Pull data from Facebook and use that to create icon, splashscreen, colour scheme and choose the correct app template.	By entering the name of their FB page only, customers would finish the wizard with an app tailored to their business and adequately branded, with no extra effort.	Enjoyed: working on the colour scraping and sampling was a great challenge. Would do differently: organise the project a bit more into deliverables and deliver status updates.
Rebrand	Challenges Leadership Conflicts Mistakes/Failures	Asked to deliver a project in a much too short deadline, negotiated options with product.	Needed to rebrand our web app early, to test impact before rebranding mobile app. Not enough time to do an ideal/thorough job.	Came up with different options on how to deliver the project, with different timelines attached. Negotiated with product to deliver the best results for the business and the platform.	We delivered the project on time, but accrued technical debt in the process, with an agreement to pay it back once the project was completed.	Tech debt was never paid off.

COUNT **2**

🎤 2 minute pitch

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Senior FE Engineer Prolific			+ New	+ New	📄 **Senior Frontend Enginee** Remote
Senior SWE (HTML/JS) Apple					+ New
+ New					

👩🏼‍💻

Frontend Engineer

🔽 Status	Accepted 💯	
🔽 Company	Airbnb	
🔗 Post URL	Empty	
📇 Application Dead…	Empty	
📇 Interview Date	Empty	
↗ Contact	👱🏼‍♀️ Pam	

Resources:

- Link to company values
- Link to progression framework
- PDF of job listing
- Link to company's tech blog if they have one

Notes:

- Looking at the progression framework, I think I'm a comfortable level 3.
- There's a design system in place.
- There's dedicated time to improve systems health, pay back tech debt, etc.

Qs to ask:

Employment terms

- Compensation
  - £50k - £75k
- Work arrangement
  - Remote or London
- Benefits
  - Pension
    - 3% match
  - Insurance
    - health
    - life
- Holidays
  - 30 days + bank hols

Technical interview:

- If you had an unlimited budget, what would you do?
  - Finish all unfinished migrations/projects
- Walk me through the deployment process for a simple change?
  - Raise PR, get review, merge, automated CI, takes ~5 minutes.

Behavioural interview:

⁉️ Behavioural Qs↗

🧑‍💼 Qs for the company↗

- How is success measured for this position? What do you expect a person in this position to accomplish in 1, 3 and 6 months?
  - Expect the area of impact to grow, starting with immediate team.
- Is there a written roadmap all developers can see? How far into the future does it extend?

Behavioural interview:

⁉️ Behavioural Qs

🕵️ Qs for the company

- How is success measured for this position? What do you expect a person in this position to accomplish in 1, 3 and 6 months?
  - Expect the area of impact to grow, starting with immediate team.
- Is there a written roadmap all developers can see? How far into the future does it extend? How closely is it followed?
  - Yes, reviewed every 6 months.
- How is performance evaluated?
  - Feedback is collected.
  - Discretion of manager & check in with other managers.

Feedback:

- Interviews went well

Offer:

- £70k
- 5000 shares at ~£5 per share
- £1,000 learning budget every year
- 3% pension match
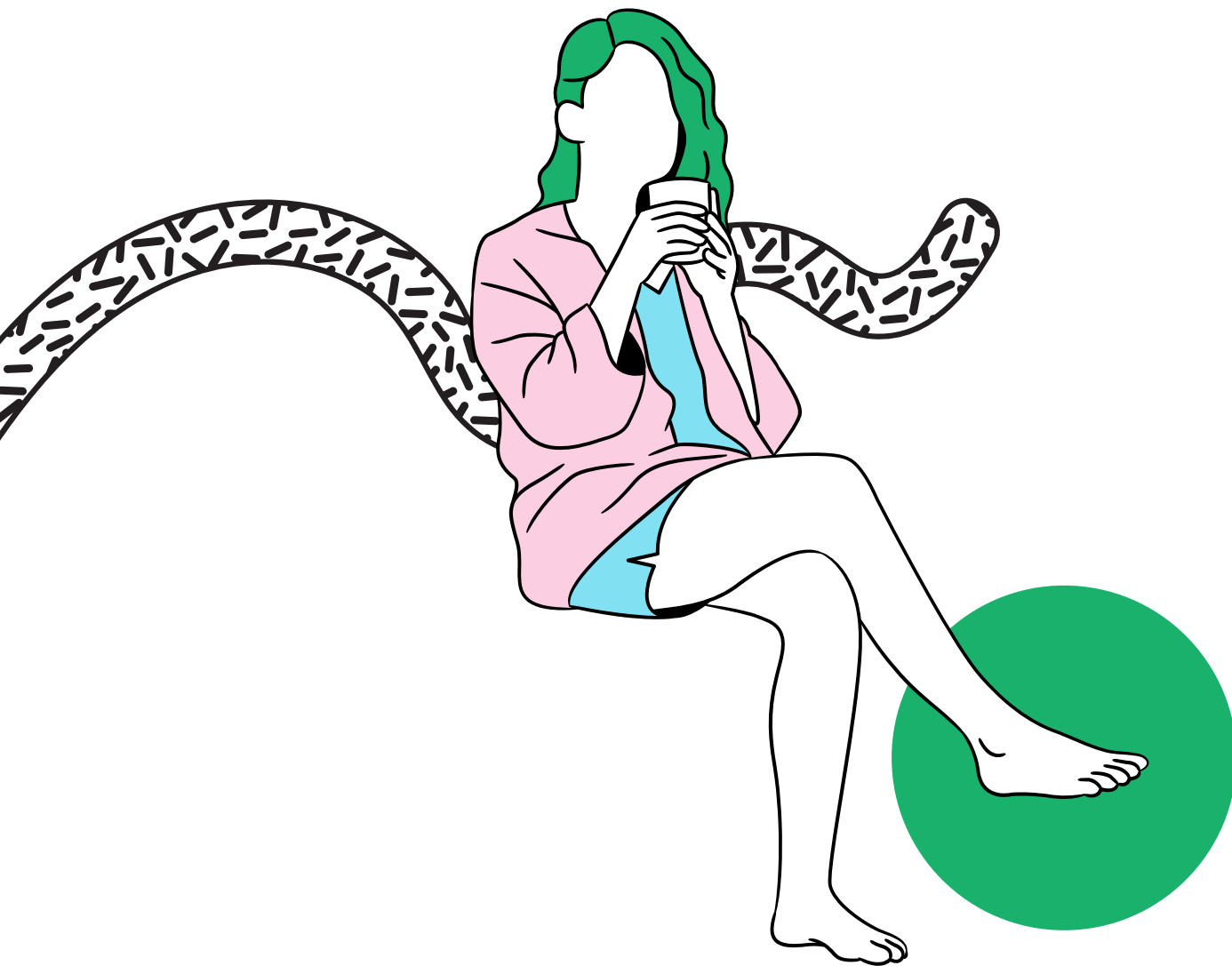- Flexible hours

Contract Qs:

- How is intellectual property handled?
  - Anything done in company property or company time belongs to the company.

3) **Execute, `slowly`**

Carry out the process without getting overwhelmed.

Bonus tips

Salary

Ask around! And if you really don't know, ask for the highest number you can say without laughing.

Save the job listing

It can be really useful for negotiating your salary or a promotion later down the line.

Know when to walk away

The moment you know you don't want the job, withdraw from the process and save your energy.

Thank you!

Hope this was useful to you.

Tools & Resources

Canva:

https://canva.com

Notion:

https://notion.so

Notion Job Hunting Kit:

http://bit.do/job-kit

React interview questions,
Cassidy Williams

https://scrimba.com/learn/reactinterview

Decoding the technical interview
process, Emma Bostian

https://technicalinterviews.dev