



Ravi Kumar

Senior Software Engineer · 4+ Years



JOB-758D645A



SELECTED



COMPANY

Microsoft

BGV

14/14

AGENT TIME

6.3 hrs

HUMAN TIME SAVED

12.7 hrs

AGENT EVALUATED SCORE

82% #1

HELLO TO HIRED

3 Days

79%

Resume AI
Qualified
Auto

60%

Phone Screen
Recommended
5m

85%

AI Interview
Recommended
30m

96%

Panel
Strongly
Recommended
180m

88%

HR
Selected
90m

82%

Asset
Verified
90m



Ravi Kumar

FinTech Solutions · 3+ years



Senior Software Engineer with 4+ years of experience in Java, Spring Boot, and AWS. Specialized in building high-throughput payment processing and e-commerce platforms. Passionate about distributed systems and microservices architecture.

CURRENT PROFILE

Current Company
FinTech Solutions

Experience
4+ Years

Past Company
StartupXYZ

Current CTC
18 LPA

EXPECTATIONS

Expected CTC
22 LPA

Notice Period
30 Days

Preferred Location
Bangalore, India

Education
B.Tech, IIT Madras

Java Spring Boot AWS Distributed Systems Microservices
Kafka PostgreSQL

79%

Overall Match Score

Weighted score across 6 categories

Rubric

Skills

Skill Match (40%)

Experience Relevance (20%)

Education Match (10%)

Work History (10%)

Certifications (10%)

Resume Quality (10%)

≥ 75% 50-74% < 50%

Job Description

[View Career Page](#)

- Experience with Azure, AWS, or GCP cloud platforms and related services
- Proficiency in SQL and NoSQL databases (PostgreSQL, CosmosDB, Redis)
- Excellent problem-solving skills and ability to debug complex production issues
- Strong communication skills and ability to work effectively in a collaborative environment

****Nice to Have:****

- Experience with Kubernetes, Docker, and container orchestration at scale
- Contributions to open-source projects or technical publications
- Experience with event-driven architectures using Kafka or similar messaging systems
- Familiarity with CI/CD pipelines, Infrastructure as Code (Terraform/Pulumi)



Microsoft

Technology



[View Website](#)

Microsoft Corporation is a global technology leader that develops, licenses, and supports a wide range of software products, services, and devices. Known for Windows, Azure, Office 365, and LinkedIn, Microsoft empowers individuals and organizations worldwide to achieve more through innovative technology solutions.

Redmond, Washington, USA 220,000+ employees Founded 1975



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 Phone Screen Summary



Ravi Kumar brings 4 years of hands-on experience to the Senior Software Engineer role, achieving a 82% skill match against the position requirements. Their background spans Strong - FinTech & E-commerce, demonstrating strong domain relevance and the ability to contribute meaningfully from day one. With a 30-day notice period and a current recommendation of "Proceed", this candidate represents a well-rounded profile that balances technical competence with practical availability. Overall, the assessment indicates a candidate who can integrate effectively into the team while delivering value in the near term.

 Positive Signals



Demonstrates strong Java and Spring Boot expertise with 4 years of hands-on experience building high-throughput payment systems and enterprise-grade microservices handling millions of transactions daily.

Exhibits excellent system design thinking, consistently approaching problems with scalable architecture patterns and demonstrating the ability to reason about trade-offs between consistency, availability, and partition tolerance.

Shows strong team collaboration skills, actively contributing to code reviews, mentoring junior developers, and facilitating knowledge-sharing sessions that improve overall team velocity.

 Risks and Flags



The candidate has limited depth in System Design, which is a critical requirement for the Senior Software Engineer role and may require additional mentorship and upskilling during the first 3-6 months. While foundational knowledge exists, exposure to large-scale distributed system challenges remains limited.

Limited hands-on experience with cloud-native technologies and containerized deployments could slow initial ramp-up on cloud-first projects. Targeted training on Kubernetes, service mesh, and cloud-native patterns would help bridge this gap within the first quarter.

Skill Gaps: The following critical skills were not demonstrated during the assessment: System Design. These gaps should be addressed through targeted training or paired mentorship during the onboarding period.

 Decision Rationale



Based on a comprehensive evaluation, the recommendation is to "Proceed" for the Senior Software Engineer position. Strong technical background with relevant domain experience. System Design can be improved with mentorship. The candidate's 82% skill match and 4 years of relevant experience provide a solid foundation for success in this role, and any identified gaps can be addressed through structured onboarding and mentorship programs.

01:45

05:00

⏮

⏪

⏩

⏭

1x

⚙

📄

Phone Screening Recording

2024-01-18

Questions (5)

^

🔍

Can you briefly introduce yourself?

✓ Addressed

General

Introduction

Candidate Answer:

I am Ravi Kumar, a Senior Software Engineer currently working at a fintech startup in Bangalore. Over the past four years, I have been deeply involved in building backend systems using Java and Spring Boot, primarily in the payments and e-commerce domains. I have led the design and implementation of microservices that handle high-throughput transaction processing, and I enjoy solving complex distributed systems challenges. I am now looking for an opportunity at a larger organization like Microsoft where I can work on problems at a much greater scale and continue to grow as an engineer.

How many years of relevant experience do you have?

✓ Addressed

Resume

Experience

Candidate Answer:

I have four years of professional experience, all focused on backend development with Java, Spring Boot, and microservices architecture. During this time, I have worked on two major product lines — a payment processing engine that handles over a million transactions daily, and an e-commerce platform serving half a million users. My experience spans the full backend lifecycle including API design, database optimization with PostgreSQL, caching strategies using Redis, and deployment pipelines on AWS. I have also mentored two junior developers on my team, which has strengthened my understanding of engineering fundamentals.

What are your core technical skills?

✓ Addressed

JD

Technical

Candidate Answer:

My core technical stack revolves around Java and Spring Boot for backend services, with PostgreSQL as my primary database and Redis for caching and session management. On the infrastructure side, I have hands-on experience with AWS services including EC2, S3, SQS, and Lambda for serverless workloads. I am also proficient in Docker and Kubernetes for containerized deployments, and I use Kafka for event-driven architecture patterns. While my system design skills are still developing at the large-scale distributed level, I have a solid foundation in designing modular, testable, and maintainable codebases.

What is your notice period?

✓ Addressed

General

Availability

Candidate Answer:

My notice period is 30 days, and I am already serving notice at my current organization. My last working day is February 18, 2024, so I would be available to join shortly after that date. I have already completed my knowledge transfer and handover responsibilities, so there should be no complications or delays. I am very flexible with interview scheduling and can accommodate any time slots during weekday evenings or weekends if needed.

Notice Period	30
Currently Serving Notice	Yes
Expected Last Working Day	2024-02-18
Interview Availability	Flexible - weekdays after 5pm

Location and Compensation

Current Location	Bangalore, India
Preferred Work Location	Bangalore / Remote
Open to Relocation	No
Current Compensation	₹18 LPA
Expected Compensation	₹22 LPA
Compensation Fit	Within Range

Candidate Signals

Communication Effectiveness	78
Communication Confidence	High
Reason for Exploring Change	Looking for challenging problems
Competing Offer in Hand	No

Transcript

Interview Transcript

Linguistic Analysis



Structural Coherence



Lexical Sophistication



Linguistic Variability



Cognitive Friction



Template Repetition

These scores are transcript-based linguistic signals. They indicate probability patterns and should be validated with additional interview telemetry when available.



Krithika

Hi Ravi, thanks for joining. Let me understand your background.

0:00 - 0:30

Ravi Kumar

I have 4 years of experience in Java and Spring Boot, working with AWS.

0:32 - 1:15



Ravi Kumar's Interview Transcript

Language: EN

Download



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Asset
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90m

Interview Summary

Ravi Kumar brings 4 years of hands-on experience to the Senior Software Engineer role, achieving a 85% skill match against the position requirements. Their background spans Strong - Backend Systems, demonstrating strong domain relevance and the ability to contribute meaningfully from day one. With a 0-day notice period and a current recommendation of "Proceed", this candidate represents a well-rounded profile that balances technical competence with practical availability. Overall, the assessment indicates a candidate who can integrate effectively into the team while delivering value in the near term.

Demonstrated Strengths

Demonstrates deep java expertise, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Demonstrates strong problem-solving, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Demonstrates good communication, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Areas of Concern

System Design needs improvement — this area requires attention and may impact the candidate's effectiveness in the Senior Software Engineer role during the initial months. A structured development plan should be considered.

Limited distributed systems experience — this area requires attention and may impact the candidate's effectiveness in the Senior Software Engineer role during the initial months. A structured development plan should be considered.

Skill Gaps: The following critical skills were not demonstrated during the assessment: System Design. These gaps should be addressed through targeted training or paired mentorship during the onboarding period.

Decision Rationale

Based on a comprehensive evaluation, the recommendation is to "Proceed" for the Senior Software Engineer position. Strong technical skills with clear growth trajectory. System Design gap is addressable. The candidate's 85% skill match and 4 years of relevant experience provide a solid foundation for success in this role, and any identified gaps can be addressed through structured onboarding and mentorship programs.

Voice - Round 1

Avatar - Round 2

Candidate Sentiment



Technical Fit



Personality



Communication



Culture Fit



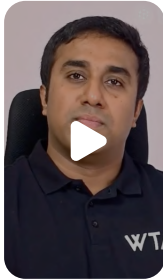
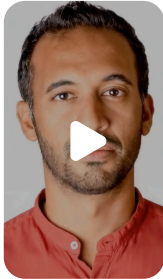
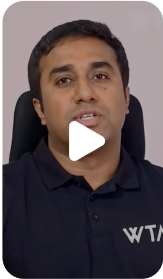
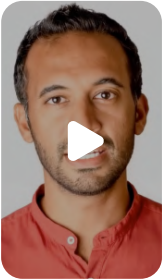
Linguistic Analysis

SENTIMENT TREND

Positive

- Asked detailed follow-up questions about team structure
- Expressed genuine enthusiasm about the product roadmap
- Proactively shared relevant project examples

Interview Highlights and Recording



Integrity Signals



No Issues Detected

Consistent and genuine responses. No anomalies detected.



Questions (5)

Describe a complex system you built.

Resume

Technical

Candidate Answer:

I designed and built a real-time payment processing pipeline at my current company that handles over one million transactions per day. The system uses a microservices architecture with Java and Spring Boot, communicating through Kafka for asynchronous event processing. I implemented circuit breakers using Resilience4j to handle downstream service failures gracefully, and the pipeline maintains 99.99% uptime with sub-200ms latency for payment authorizations. The most challenging aspect was implementing idempotency guarantees across distributed services to prevent duplicate charges during network partitions.

Agent Feedback:

Strong practical experience with real-world scale. Demonstrated deep understanding of distributed systems challenges.

1 2 3 4 5 6 7 8 9 10 Scoring (9/10) 9

How would you design a URL shortener?

JD

System Design

Candidate Answer:

I would approach this with a hash-based URL generation strategy using Base62 encoding of an auto-incrementing ID. The architecture would include an API gateway for rate limiting, a write service that generates short URLs and stores mappings in a PostgreSQL database, and a read service backed by a multi-layer cache with Redis for hot URLs and a CDN for the redirect layer. For scalability, I would partition the ID space across multiple write nodes using a distributed counter service. However, I acknowledge that I need to think more deeply about the analytics pipeline and real-time click tracking at massive scale, which I would implement using Kafka streams.

Agent Feedback:

Good approach but missing some scalability details around sharding strategy and consistent hashing.

1 2 3 4 5 6 7 8 9 10 Scoring (7/10) 7

How do you handle production incidents?

Past Company Behavioral

Candidate Answer:

I follow a structured incident response framework. When an alert fires, I first assess the blast radius and severity to determine if it needs immediate escalation. I communicate status updates in a dedicated incident channel every 15 minutes to keep stakeholders informed. For mitigation, I prioritize quick fixes like rollbacks or feature flag toggles over permanent solutions during the incident window. After resolution, I lead blameless postmortem sessions where we document the root cause, timeline, and action items. I have also implemented automated runbooks for common failure modes like database connection pool exhaustion and memory leaks, which has reduced our mean time to recovery from 45 minutes to under 10 minutes.

Agent Feedback:

Excellent incident management practices. Good balance between immediate response and long-term improvement.

1 2 3 4 5 6 7 8 9 10 Scoring (8/10) 8

What is your approach to code reviews?

Follow-up Communication

Candidate Answer:

I view code reviews as one of the most important quality gates in the development process. When reviewing code, I focus on three dimensions: correctness (does the logic handle edge cases and error scenarios properly), readability (can another engineer understand this code six months from now without extensive context), and performance (are there any obvious bottlenecks or N+1 query patterns). I use a structured checklist approach and always start by understanding the intent of the change before diving into implementation details. I also make it a point to highlight what was done well, not just issues — I believe code reviews should be a positive learning experience for both the author and reviewer. On average, I spend about 30 minutes on substantial PRs to ensure thorough coverage.

Agent Feedback:

Solid code review culture and methodology. Good emphasis on mentoring through reviews.

1 2 3 4 5 6 7 8 9 10 Scoring (8/10) 8

Transcript

Interview Transcript

Linguistic Analysis



Structural Coherence



Lexical Sophistication



Linguistic Variability



Cognitive Friction



Template Repetition

These scores are transcript-based linguistic signals. They indicate probability patterns and should be validated with additional interview telemetry when available.



AI Interviewer AI

Welcome Ravi. Let us discuss your technical experience.

0:00 - 0:25

Ravi Kumar

I have built high-throughput payment systems and e-commerce platforms using Java and Spring Boot.

0:28 - 1:30



Ravi Kumar's Interview Transcript

Language: EN

Download



Ravi Kumar

Senior Software Engineer · 4+ Years



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6.3 hrs

HUMAN TIME SAVED

12.7 hrs

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82%

HELLO TO HIRED

3 Days

79%

Resume AI
Qualified
Auto

60%

Phone Screen
Recommended
5m

85%

AI Interview
Recommended
30m

96%

Panel
Strongly
Recommended
180m

88%

HR
Selected
90m

82%

Asset
Verified
90m

Panel Summary

Ravi Kumar brings 4 years of hands-on experience to the Senior Software Engineer role, achieving a 86% skill match against the position requirements. Their background spans Strong - Distributed Systems, demonstrating strong domain relevance and the ability to contribute meaningfully from day one. With a 0-day notice period and a current recommendation of "Strong Proceed", this candidate represents a well-rounded profile that balances technical competence with practical availability. Overall, the assessment indicates a candidate who can integrate effectively into the team while delivering value in the near term.

Hire Signals

Demonstrates strong technical depth, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Demonstrates clear communicator, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Demonstrates good problem decomposition, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Risks and Flags

Limited system design at scale — this area requires attention and may impact the candidate's effectiveness in the Senior Software Engineer role during the initial months. A structured development plan should be considered.

Skill Gaps: The following critical skills were not demonstrated during the assessment: System Design at Scale. These gaps should be addressed through targeted training or paired mentorship during the onboarding period.

Panel Decision Rationale

Based on a comprehensive evaluation, the recommendation is to "Strong Proceed" for the Senior Software Engineer position. Panel aligned on strong technical skills and growth potential. Recommended for hire. The candidate's 86% skill match and 4 years of relevant experience provide a solid foundation for success in this role, and any identified gaps can be addressed through structured onboarding and mentorship programs.

Panel - Round 1

Panel - Round 2

Panel - Round 3

Panel - Round 4

Candidate Sentiment

😊 Candidate Sentiment



84%

Technical Fit

79%

Personality

86%

Communication

88%

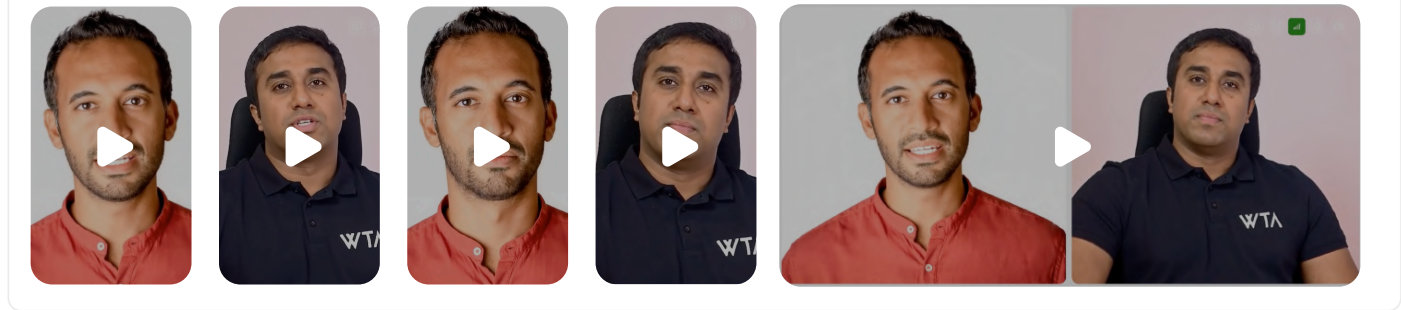
Culture Fit

SENTIMENT TREND

Positive

- Engaged actively with all three panelists
- Showed deep curiosity about the team's tech stack
- Demonstrated collaborative problem-solving approach

📺 Interview Highlights and Recording



📊 Skill Ratings



Performance based

Effective Communication

Adaptability

Teamwork

Problem-Solving

★★★★★

★★★★★

★★★★★

★★★★★

★★★★★

Skill Based

System Design

Data Structures

Java/Spring Boot

Distributed Systems

★★★★★

★★★★★

★★★★★

★★★★★

★★★★★

Evaluation Rubric

by Vikram Rao · Jan 18, 2024

Architecture

8/10

30%

Good scalability thinking

Leadership

7/10

20%

Mentors juniors, growing

Problem Solving

9/10

30%

Creative and data-driven

Communication

9/10

20%

Clear and articulate

Weighted Total

86%

👥 Panel Decision (3 Panelists)



86%

Alignment Level

High

All panelists agree on strong technical ability and readiness for the role.

Vikram Rao

Principal Engineer

High

Strong Proceed

Technical Depth

9/10

Problem Solving

8/10

Communication

9/10

Notes

Anita Singh

Engineering Manager

Medium

Proceed

Technical Depth

8/10

Problem Solving

8/10

Communication

8/10

Notes

Deepak Nair

Staff Engineer

High

Strong Proceed

Technical Depth

9/10

Problem Solving

9/10

Communication

8/10

Notes

Areas of Disagreement

Minor variance on communication style preferences.



AI Code Review



Code Quality



Reliability



Coverage

Questions Attempted	4/4
AST Analysis	Pass
Complexity Claim	Verified
Speed of Execution	Above Average
Hints & Agent Support	2 hints used

Problem	Difficulty	Status	Time	Language
Binary Tree Max Path Sum	Hard	Solved	18 min	Java
Rate Limiter Design	Hard	Partial	22 min	Java
SQL Query Optimization	Medium	Solved	10 min	SQL
LRU Cache Implementation	Medium	Solved	8 min	Java

ASSESSMENT DETAILS

Test Name	Senior Backend Engineer Assessment
Score	82/100
Percentile	91st
Duration	58 min (of 90 min allowed)
Languages Used	Java, SQL
Problems Attempted	4/4
Problems Solved	3/4 (1 partial)
Strongest Area	Data Structures & Algorithms
Weakest Area	System Design (partial)
Plagiarism Flag	None Detected
Completed	Jan 17, 2024

Questions (5)

Design a real-time notification system.

JDSystem Design

Candidate Answer:

I would architect a real-time notification system using WebSockets for persistent client connections, backed by a message broker like Kafka for reliability and ordering guarantees. The system would have three main layers: an ingestion layer that receives notification events from various services through a unified API, a processing layer that handles user preferences, deduplication, and rate limiting, and a delivery layer that pushes notifications through

How would you design a rate limiter for a distributed API gateway?

Follow-up Architecture

Candidate Answer:

I would implement a distributed rate limiter using a sliding window algorithm backed by Redis. The core idea is to use sorted sets in Redis where each API request adds a timestamped entry, and we count entries within the current window to determine if the rate limit is exceeded. For distributed consistency, I would use Redis Cluster with hash tags to ensure all rate limit keys for a given API key land on the same shard. To handle Redis failures gracefully, I would implement a local in-memory fallback using a token bucket algorithm with conservative limits. The system would support multiple rate limiting dimensions — per API key, per endpoint, per IP, and global — with configurable policies stored in a central configuration service. I would also implement a leaky bucket variant for burst handling, allowing short bursts up to 2x the normal rate while maintaining the average rate over longer windows.

Agent Feedback:

Excellent distributed systems thinking. Good consideration of failure modes and multi-dimensional limiting.

1

2

3

4

5

6

7

8

9

10

Scoring (9/10)

9

Transcript

Interview Transcript

Linguistic Analysis



Structural
Coherence



Lexical
Sophistication



Linguistic
Variability



Cognitive
Friction



Template
Repetition

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Vikram Rao

Welcome Ravi. Today we have a technical panel. Let us dive into system design.

0:00 - 0:30



Vikram Rao

Can you walk us through a real-time notification system design?

1:35 - 2:00

Ravi Kumar's Interview Transcript

Language: EN

Download

Feedback SLA Tracker

Interviewer	Round	Deadline	Submitted	Time to Submit	Status
AI Engine	Resume AI	Instant	Jan 18, 09:01	Instant	On Time
Krithika	Phone Screen	Jan 18, 12:00	Jan 18, 09:35	5 min	On Time
AI Interviewer	AI Interview	Instant	Jan 18, 11:05	Instant	On Time
Vikram Rao	Panel	Jan 18, 17:00	Jan 18, 14:10	10 min	On Time
Anita Singh	Panel	Jan 18, 17:00	Jan 18, 14:15	15 min	On Time
Deepak Nair	Panel	Jan 18, 17:00	Jan 18, 14:20	20 min	On Time
Meera Patel	HR	Jan 19, 12:00	Jan 18, 16:30	30 min	On Time



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HR Summary

Ravi Kumar brings 4 years of hands-on experience to the Senior Software Engineer role, achieving a 88% skill match against the position requirements. Their background spans Strong - Full Stack Backend, demonstrating strong domain relevance and the ability to contribute meaningfully from day one. With a 30-day notice period and a current recommendation of "Selected", this candidate represents a well-rounded profile that balances technical competence with practical availability. Overall, the assessment indicates a candidate who can integrate effectively into the team while delivering value in the near term.

Offer Readiness Signals

Shows strong alignment with organizational values and culture, demonstrating a collaborative mindset and genuine enthusiasm for the company mission that would make for a seamless cultural integration.

Exhibits a naturally collaborative mindset, actively seeking input from diverse team members and creating an inclusive environment where all perspectives are valued in the decision-making process.

Demonstrates growth-oriented, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Demonstrates clear communicator, which is a valuable asset for the Senior Software Engineer role and will contribute to both individual and team success.

Potential Joining Risks

30-day notice period overlap — this area requires attention and may impact the candidate's effectiveness in the Senior Software Engineer role during the initial months. A structured development plan should be considered.

Decision Rationale

Based on a comprehensive evaluation, the recommendation is to "Selected" for the Senior Software Engineer position. Excellent alignment, strong technical background confirmed by panel. Compensation within budget. Ready to extend offer. The candidate's 88% skill match and 4 years of relevant experience provide a solid foundation for success in this role, and any identified gaps can be addressed through structured onboarding and mentorship programs.

HR - Round 1

HR - Round 2

HR - Round 3

HR - Round 4

Candidate Sentiment



Values Alignment
High

✓ No concerns

Excellent alignment with Microsoft values.
Collaborative, growth-oriented, and technically driven.

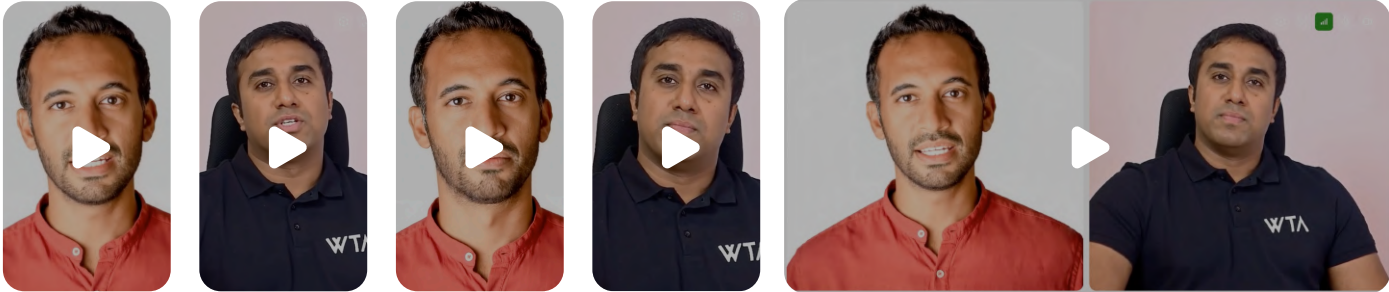
Notice Period
30 days

Offer Acceptance
Likelihood
Very High - 92%

Urgency
Medium

- Notice period overlap with current project

📺 Interview Highlights and Recording



₹ Offer Details

Current CTC
₹18 LPA

Proposed CTC
₹21 LPA

Hike
+17%

Band Status
Within Band

🛡️ Background Verification

📄 BGV Report

🛡️ EEO / Compliance

Voluntary Self-ID

Submitted

Disability Self-ID

Submitted

Veteran Status

Declined

Adverse Impact Flag

None

OFCCP Compliance

Compliant

Accommodation Requested

No

💬 Questions (6)

What motivates you to join Microsoft?

General Motivation

Candidate Answer:

What truly excites me about Microsoft is the opportunity to work on engineering problems at a scale that impacts billions of users worldwide. I have been following Microsoft's transformation under the growth mindset culture, and I deeply resonate with the emphasis on continuous learning and innovation. At my current startup, I have enjoyed building systems from scratch, but I am now ready to tackle challenges that require thinking about reliability and performance at a completely different magnitude. The engineering culture at Microsoft, with its focus on open-source contributions, developer tools, and cloud infrastructure, aligns perfectly with my technical interests and career aspirations.

Agent Feedback: ✎

Genuine and well-researched interest in Microsoft. Shows alignment with company values.

1 2 3 4 5 6 7 8 9 10 Scoring (9/10) 9



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ASSET CONFIDENCE

PROBATION TIMELINE

Day 64



Orientation
Jan 1–14



30-Day
Jan 15 – Feb 14



60-Day
Feb 15 – Mar 14

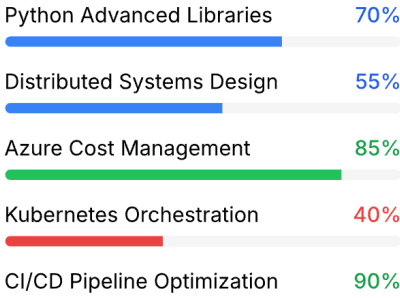


90-Day
Mar 15 – Apr 1

RELIABILITY RANKING

High-Potential Asset

Upskilling Progress



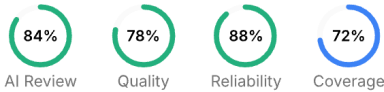
Courses & Project

- Kubernetes Advan... Udemy 92%
- Azure Cost ... Microsoft Learn 88%
- Distributed Syst... Coursera 76%
- Advanced... LinkedIn Learning —

Real-time Notification Pipeline
Lead Developer · Jan 20 – Feb 28, 2025

Coding Assessment

81/100
ExteRank



Questions Attempted: 4/4
AST Analysis: Pass
Complexity Claim: Verified
Speed of Execution: Above Avg
Hints Used: 1 Agent Hint

Milestone Audit

30-Day 4/4

Complete

- Complete team onboarding & access setup
- Shadow 3 production deployments
- Submit first independent PR
- Complete Azure Fundamentals certification

"Ravi ramped up faster than expected. Strong ownership from week 2. Cleared 30-day gate ahead of schedule."

60-Day 2/4

In Progress

- Own and deliver one feature end-to-end
- Participate in on-call rotation
- Complete Kubernetes Advanced training
- Lead one sprint retrospective

"On track. Notification pipeline delivery was clean. Need to prioritize K8s training before 90-day gate."

90-Day 0/4

Upcoming

- Design and propose a system improvement RFC
- Mentor one junior engineer
- Achieve 95%+ code review approval rate
- Pass 90th-Day AI Interview Simulation

60-Day Interview Summary

Ravi demonstrated strong technical depth during the 60-day checkpoint interview. His walkthrough of the notification pipeline architecture was thorough and showed clear ownership. System design responses were well-structured with appropriate trade-off analysis. Areas for continued growth

90th-Day AI Prediction



Projected Score
Range: 72–84

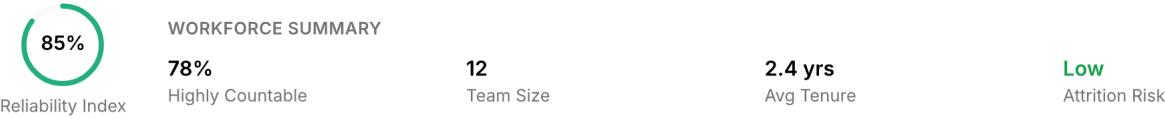
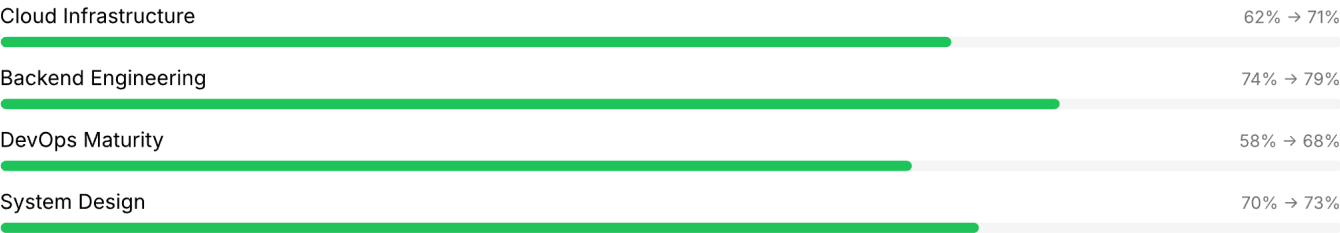
PREDICTED RANKING Strong Performer

FOCUS AREAS

- Kubernetes orchestration patterns under failure scenarios
- System design trade-offs for cost vs.

👤 Organization Skill Analytics

TEAM SKILL LIFT



🕒 Feedback SLA Tracker

Interviewer	Round	Deadline	Submitted	Time to Submit	Status
AI Engine	Resume AI	Instant	Jan 18, 09:01	Instant	On Time
Krithika	Phone Screen	Jan 18, 12:00	Jan 18, 09:35	5 min	On Time
AI Interviewer	AI Interview	Instant	Jan 18, 11:05	Instant	On Time
Vikram Rao	Panel	Jan 18, 17:00	Jan 18, 14:10	10 min	On Time
Anita Singh	Panel	Jan 18, 17:00	Jan 18, 14:15	15 min	On Time
Deepak Nair	Panel	Jan 18, 17:00	Jan 18, 14:20	20 min	On Time
Meera Patel	HR	Jan 19, 12:00	Jan 18, 16:30	30 min	On Time

