INTERVIEW EVALUATION SHEET

General Information

Interviewer or coordinator needs to complete the following information before start the interview process.

- **Candidate Name**: Carrick John St P   **Nation**: USA   **Year of Birth**: 1990   **Gender**: Male
- **Apply Position**: Database Administration (**DBA**) and Data Engineer (**DTE**)
- **Interviewer Name**: Mrs. Julie Andrew Dra   **Required by Division**: Research and Development
- **Date**: Oct 01 2021 **Time**: 15:30-16:30   **Duration**: 01 hour   **Location**: Online - Microsoft Teams

Interview and Evaluation Technique

Follows the SEFIX Interview Model, interviewer will asks the questions and evaluate candidate's answers based on five criteria.

- <u>S</u>eek: Seeks talent people with recent challenge and situation which they faced?
- <u>E</u>mployee: Who to be hired? What to be done? How to be achieved?
- <u>F</u>it: What candidate did? Why they did it? Who to be fitted to the short list?
- <u>I</u>ndustry: Who to be met industry and business requirements?
- <u>Ex</u>pertise: Who could be hired and would be full filled to the short list?

Interview Evaluation Parameters

Objectives:

- Identifying job-based knowledge and skills sets * for making fit role-based skills requirements to get a successful interview.
- Providing questions related to dependency knowledge or skills to achieve recruitment goals in the interview process.

Guidelines: Based on job application, Interviewer can define the interview sections and their required skills sets that can evaluate interviewee's strong and week points before start the interview session.

#	Interview Section	Evaluation Based on evidences	Required Points
1.	Profile Overview*	Relevant personal information, working experiences	10
2.	Specialization Skills*	Professional skills, engineering skills, working experiences	30
3.	Relevant Skills	Relevant engineering and dependency skills	20
4.	Professional Soft skills*	Soft skills, non-engineering skills and business domain	20
5.	Foreign language*	Foreign languages	10
6.	Education & Certificates*	Relevant education background and certifications	10
Total points			100

Profile Overview

Objectives:

- Getting to know about personal information, working experiences and specialization for applying job position.
- Introduction act as an icebreaker for both of interviewee and interviewer.
- It also accomplishes one of the major goals in the interview process.

Guidelines: The Resume or Curriculum Vitae (CV) is candidate's first impression as it outlines background, experiences, skills, specialization and education with required points so that an interviewer is quickly and easily able to see about candidate's individual experience and how that experience can contribute to a company's success. Interviewer or coordinator needs to complete the following information before start the interview session.

Individual Information	Explanation or Feedback	Achieved Points	Required Points
1. Introduction *	University of Industry - 15 years ago.	1	1
2. Strong/Weak *	Database Development and Data Migration	1	1
3. Specialization *	Specialized in SQL Server Platform	1	1
4. Job Expectation *	Expect DB Administrator, DB Architect if hired	1	1
5. Career Pathways *	Data Engineering	1	1
6. Software Development	03 projects of Software Development	1	1
7. Database Migration	A little bit of experiences in MySQL to SQL Server	1	1
8. System Assessment	A little bit of experiences in Application Migration	0	2
9. ERP, CRM, CMS Databases	A little bit of experiences of administrating the Bet DBs	1	1
10. Trend Technologies	No enrich skills related to emerging platforms so far	0	0
	Total points (maximum is 10 points)	8	10

*Please modify your keyword of questions to "**Individual Information**" column, interviewee's answers to "**Explanation or Feedback**" column and enter x point(s) to "**Achieved Points**" column.*

Overall Feedback and Explanation

Interviewer can recommends any information if any right after complete the interview section.

She has been working on SQL Server 2008 and currently she is working on SQL Server 2019.

Professional or Specialization Skills

Objectives:

- Getting to know how Interviewee handle the roles and responsibilities in real context.
- Interviewer's evaluation will be based on specialized knowledge, skills and how candidates approach problems, construct their way to solution and demonstrate professional skills.

Guidelines: By providing at least 5 mandatory questions with required points in specific context of roles, responsibilities, tasks, works, technologies, platforms, frameworks, tools, software, utilities, trouble-shooting in projects or client's requirements, so the interviewer can assess candidates for internship, associate, mid-level, senior, principal or specialist positions in company by asking the feature questions related to the professional skills. Interviewer or coordinator needs to complete the following information before start the interview session.

Technology and Engineering Skills Set	Response or Feedback	Achieved Points	Required Points
1. Data Modeling	has a little bit of experience of data modeling & architecture	3	5
2. Database Architecture	has some experiences of design of database architecture	4	5
3. DB Structure Design	has experiences to design & implement database schema	5	5
4. DB Maintenance	has some experiences of Administration activities and Batch jobs	4	5
5. Data Migration	has some experiences of backup and restore databases	4	5
6. Data Engineering	has experiences of using ETL, SSIS techniques	5	5
7.			
8.			
9.			
10.			
11.			
12.			
13.			
	Total points (maximum is 30 points)	25	30

*Please enter your keyword of questions to "**Technology or Skills Set**" column, interviewee's answers to "**Response or Feedback**" column and enter point(s) to "**Achieved Points**" column.*

Overall Feedback and Skills Sets

Interviewer can recommends any information if any right after complete the interview section.

He has experiences of SSIS, SSMS, SSRS, _____

_____

Relevant or Dependency Skills

Objectives:
- Getting to know how Interviewee understand and use the dependency engineering skills in real context.
- Interviewer's evaluation will be based on relevant knowledge, relevant skills and how candidates approach problems, construct their way to solution and demonstrate professional skills.

Guidelines: By providing at least 5 mandatory questions with required points in specific context of roles, responsibilities, tasks, works, technologies, platforms, frameworks, tools, software, utilities, trouble-shooting in projects or client's requirements, so the interviewer can assess candidates for internship, associate, mid-level, senior, principal or specialist positions in company by asking the feature questions related to the relevate or dependency skills. Interviewer or coordinator needs to complete the following information before start the interview session.

Technology and Engineering Skills Set	Response or Feedback	Achieved Points	Required Points
1. SQL and SQL-Based	has experiences of Dynamic SQL, T-SQL, View, CTE, SP, Trigger	5	5
2. DB Performance	has some experiences and skills of Performance Optimization	5	5
3. Data Warehouse	has some experiences of Data Warehouse, Data Lake	3	5
4. Cloud Database	has a little bit of experiences of SQL Azure, AWS Databases	2	5
5. Security & Protection	has a little bit of experiences of working in database security		0
6. DB Integration	has experiences of Synonym and DB-Linked/Linked Server		0
7. Documentation	has experiences of design of coding /naming conventions		0
8.			
9.			
10.			
11.			
12.			
13.			
	Total points (maximum is 20 points)	15	20

*Please enter your keyword of questions to "**Technology or Skills Set**" column, interviewee's answers to "**Response or Feedback**" column and enter point(s) to "**Achieved Points**" column.*

Overall Feedback and Skills Sets

Interviewer can recommends any information if any right after complete the interview section.

He has experiences of SSIS, SSMS, SSRS, _____

_____

Soft Skills and Business Domain

Objective: Interviewer's evaluation will be based on **soft skills**, **management and business domain** skills and how candidates approach problems, construct their way to solution and demonstrate non-engineering skills.

Guidelines: Every organization is looking for culturally fit candidate who can work well in a team environment and has ability to manage workplace conflicts with Superior or Subordinates.

Soft Skills and Business Domain Skills	Response or Feedback	Achieved Points	Required Points
1. Soft skills	Review through the interview process w/o questions	4	5
2. Professional Tools	Review through the interview process w/o questions	2	3
3. Onsite Working	Review through the interview process w/o questions	2	2
4. Business Domain *	Online Betting System, Social Media	5	5
	Total points (maximum is 20 points)	15	20

*Please enter your keyword of questions to "**Soft Skills / Business Domain**" column, interviewee's answers to "**Response or Feedback**" column and enter point(s) to "**Achieved Points**" column.*

Foreign Language or Second Language

Objective: Interviewer's evaluation will be based on **foreign language** skills and how candidates use Listening, Speaking, Writing, and Reading skills of foreign language in life and in work.

Guidelines: Every organization is looking for globally fit candidate who can work well in global team environment and has ability to speak, listen by foreign language with multinational team members, write, and read documents related to business industry.

Foreign language or Second Language Skills	Response or Feedback	Achieved Points	Required Points
1. English Language *	No Communication of English language 5 years	0	10
2. Japanese Language			0
3. Chinese Language			0
4. French Language			0
5. Germany Language			0
	Total points (maximum is 10 points)	10	10

*Please enter your keyword of questions to "**Foreign Language or Second Language Skills**" column, interviewee's answers to "**Response or Feedback**" column and enter point(s) to "**Achieved Points**" column.*

Education and Certifications

Guidelines: A certain level of education and updated skills can be benchmark for a position, so Interviewer will validate whether candidate satisfies the benchmark through resume and asked question if any. Interviewer or coordinator needs to complete the following information before start the interview session.

Required Education Background or Certifications	Response or Feedback	Achieved Points	Required Points
1. College Degree	Bachelor of Computer Science	5	5
2. Specialization Certificate	No Certificate in Database Platform	0	5
3. Project Management Certificate	No Certificate in Management	0	0
4. Cloud Platform Certificate		0	0
	Total points (maximum is 10 points)	5	10

Please enter your keyword of questions to "Required Education Background or Certifications" column, interviewee's answers to "Response or Feedback" column and enter point(s) to "Achieved Points" column.

Interview Summary and Results

Guidelines: Interviewer can input achieved points / required points for each interview section and archive points per total required points and needs to full fill the following information right after complete the interview process.

Overall Evaluation Results

#	Interview Section	Evaluation Based on evidences	Achieved Points	Required Points
1.	Profile Overview*	Relevant personal information, working experiences	8	10
2.	Specialization Skills*	Professional skills, engineering skills, working experiences	25	30
3.	Relevant Skills	Relevant engineering and dependency skills	15	20
4.	Professional Soft skills*	Soft skills, business domain and non-engineering skills	15	20
5.	Foreign language *	Foreign languages (English, Japanese, Chinese...)	0	10
6.	Education & Certificates*	Relevant education background and certifications	5	10
	Total points		58	100

Principal II: 71-80 * Principal I: 61-70 * Senior II: 51-60 * Senior I: 41-50 * Mid-Level: 31-40 * Associate: 21-30

RANKED: Job Rank: Senior ++ Database Administrator | Senior + Database Developer | Mid-Level Cloud Data Engineer

* Senior II Database Administrator role is ready for managing a whole small-medium real project

✓ Senior I Database Developer role is not ready for managing a whole migration real project.

✓ Cloud Data Engineer role is not ready for developing a whole real project.

Skills sets to be improved or learned if any (provided by Interviewer).

Interviewee Skills Category's Proficiency & Ranking Levels	Remarks and Recommendations for Interviewee
Here is ranking level of each skill category in competency framework	*Candidate or interviewee needs to improve the knowledge, skills, and technologies as following recommendations:*
1. Database Modeling and Architecture Intermediate 2. SQL Server Database Administration Advanced 3. SQL Server Database Development Advanced 4. Cloud Database Development Intermediate	• Database Modeling and Architecture • SQL Azure Database and Azure Cloud • Database Migration Process and Design • Oracle Database and AWS Cloud

Interviewer can recommends important gaps if any before submit the interview results to LEADER or CLIENT.

Prefer SQL Server Database Administrator (DBA) role with Senior+ rank for this candidate

Signed and Qualified by: *Dr. Alex Keller Ps*