Verifying Candidate's ████ Skills

Simulation Based Hiring

Verifying Candidate's Wireless Skills

Simulation Based Hiring

Agenda

1. Introduction

2. Problem -> History

3. Idea

4. Design -> Demo

5. Suggestions

Introduction

Introduction

@irldexter

Introduction

Hard Pivot

* Let's just build some stuff...

Problem / History

Problem

Hiring is `expensive`, especially when you get it `wrong`!

`Screening`, `filtering`, `sorting`, and interviewing `applicants` is time consuming and fraught with error. No two apples are the same, but no two approaches seem to be the same either. `Recruiting pipelines` are full of `bias`.

Certification is a `point in time` proof of what?

Few organisations actually `test` or `assess` skills...

* Let's just build some stuff...

Problem

History

So, I've been in `many` a `role` and `organisation`.

I've built (or helped build) teams, communities e.g. [iNOG], and mentored/trained others..

Experience from:

- Shelf-Stacker to Picker-Packer.
- Waiter to Magic Marker salesman.
- Tech Support to Trainer.
- Cisco to Ericsson.
- IBM to EDS.
- BHP Billiton to ABN AMRO.
- Telstra to Suncorp.
- VAR/System Integrator to Startup.
- Freelancer to Business owner.
- `WWOOF` to `DECACORN`.

Only ever had one(1) `hands-on lab`.
Only ever had one(1) `psychometric test`.

* Let's just build some stuff...

Idea

Idea Explained

I wanted `applicants` to be `screened` `faster` and `better`.

No, in fact what I wanted was a `platform` to `expertly` screen candidate's (inc. remotely) on behalf of the recruiters or internal hiring teams `before` they got to me.

I wanted a `multi-disciplinary` approach... with `time boxed` `deterministic scoring`.

`Simulation Based Hiring`

..so I could just whiteboard, talk to, and assess the top resultant `candidates` on their attitude, improvisation, and soft skills.
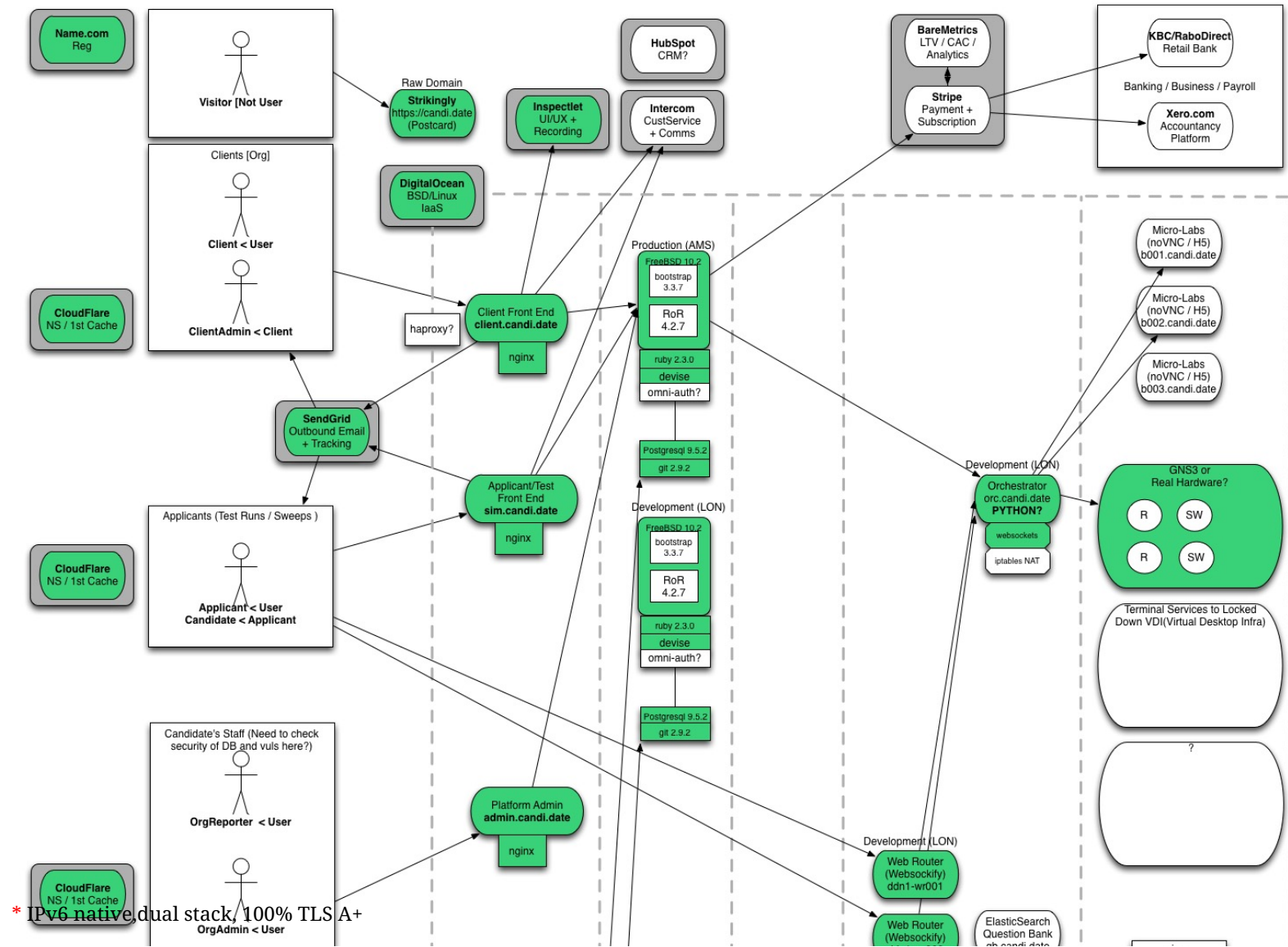
My `time` is `expensive`, so is yours...

* And somewhere for people to learn/practice for free... akin to Hackerrank

Design and Demo

Design

Systems Architecture

* IPv6 native dual stack, 100% TLS A+

Design

Systems Architecture

Data Model (W.I.P.)

Candidate

Data Model

Company
ID:
Name:
Operation:

has_many / belongs_to

Organisation
ID:
Name:
VAT-GST:
Operation:

Requisition (Vacancy)
ID:
Position_Title: String; "Blah"
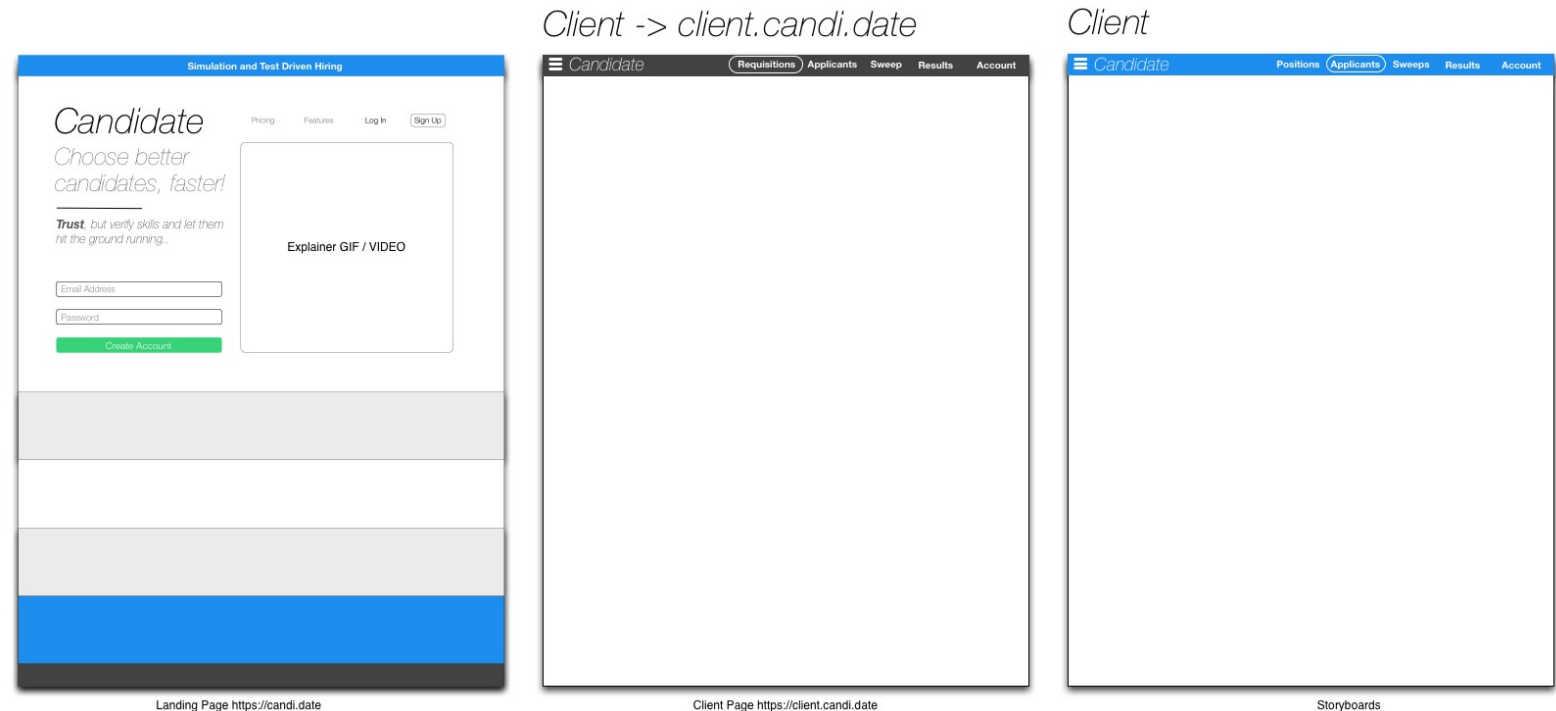Position_Description: String; "Blah"
Created_At:
Updated_At:
Version:
Open: Boolean; True
Archived: Boolean; False
Level: String; "junior", "intermediate", "senior", "not applicable".
Has Classification:

Client
ID:
Do we need an "unaffiliated" Client entity to refer to Applicants not entered by Client?

Plan
ID:
Created_At:
Updated_At:
Tags:
Type: String: "Practice", "Pro", "Enterprise"
Operation: Account type w.r.t subscription and any limitations etc.

User
ID:
UUID:
Created_At_At:
Updated_At:
ExpPoints: Int; 0-dynamically typed!
Email:
Encrypted_Password:
Subdomain:
Reset_Password_Token:
Reset_Password_Sent_At:
Remember_Created_At:
Sign_In_Count:
Current_Sign_In_At:
Last_Sign_In_At:
Current_Sign_In_IP:
Last_Sign_In_IP:
Confirmation_Token:
Confirmed_At:
Confirmation_Sent_At:
Unconfirmed_Email:
Failed_Attempts:
Unlock_Token:
Locked_At:
Gamify all the things (invisibly in case.. call it experience points)...

User (More Fields)
FirstName:
LastName:
AgeGroup:
Gender: String: "male", "female", "intersex", "other"
TwitterHandle:
Location:
Phone:
Address:
Subdomain: String; "admin" or "client" or "sim"
Type: Client, Admin, Applicant (Builtin)
IClient_Admin: Boolean; False
Question_Admin: Boolean; False
Platform_Admin: Boolean; False

Referrer:
Referred_By:
Swept_By: [Sweeps]
Results: [ApplicantSweepResults]

Operation: Account type w.r.t subscription and any limitations etc.

ApplicantSweepResult
ID:
Created_At:
Updated_At:
Tags:
Score: Int; 0-100
Sweep: [SweepID]
Total_Time_Taken: Int; (secs)
Timed_Out: Boolean

Operation
Operation

Applicant
ID:
Swept_By can provide Questionnaires by association.

Fskill (Fundamental_Skill)
ID:

Dskill (Desirable_Skill)
ID:

Choice
ID:
Created_At:
Updated_At:
Sweep: [Sweep:ID]
Submitted_By: [Applicant:ID]
Chosen: [AllowedResponse]
Is_Correct: Boolean
Tries: Int; 0
Time_Taken: Int; (secs)
From_IP_Address:
Related_Question: [Sweep.Questionnaire.Question]
Is_Correct checks **Chosen** against **CorrectAnswer.**
If **Is_Correct = True** then add Question.Difficulty to **User.Experience_Points**

Simulation
ID:
Name:
Created_At:
Updated_At:
Created_By: Integer [User:ID]
Version:
Practice: Boolean: False
Expected_Duration: Integer(secs); 0
Recommended_Duration: Int (secs);
Total_Difficulty: Integer;
Sent: Boolean
Locked: Boolean
Archived: Boolean
Requisition_id:
Client_id:
ExpectedDuration is built upon the aggregate of *Questions* included.
Difficulty is the average of all the questions 'Difficulty' 0.100
Locked means can not be iterated once sent and answered in **any** Sweep for historical/archival purposes. Must copy to new ID to iterate.

Skill
ID:
Name:
AKA:
Created_By:
Meta_Type: String "Hard","Soft"
Has_Question: Boolean
Created_At:
Updated_At:
Operation

Admin
ID:
Candidate Platform Administrator i.e. internal Candi.date company person or domain expert working on questionnaires.

Vendor
ID:
Name: String
Previous_Name: String
Sim_Available: Boolean

Classification
ID:
Name:
Note: ANZSIC but add EQ(Emotional Q)

Sweep (Application of Simulation)
ID:
UUID:
Created_At:
Updated_At:

Allowedresponse
ID:
Created_At:

Question
ID:
Created_At:
Created_By: [User:ID]
Modified_By: [User:ID]
Suggested_By: [User:ID]
Difficulty: Integer; 1-100

Category
ID:

has_many / belongs_to / has_many through / extends

Design

Systems Architecture

Data Model

Front End

Client -> client.candi.date

Client

Landing Page https://candi.date

Client Page https://client.candi.date

Storyboards

First, I kinda' wanted to copy DigitalOcean's
UI(User Interface)... but custom all the things is too slow...

* Remember: Full Stack Engineers :)

Design

Systems Architecture

Data Model

Front End

Design

Demo

To the intertubes my friends!

[Client] [Admin] [Practitioner]

* Remember: PoC -> MVP -> ?

Client Demo
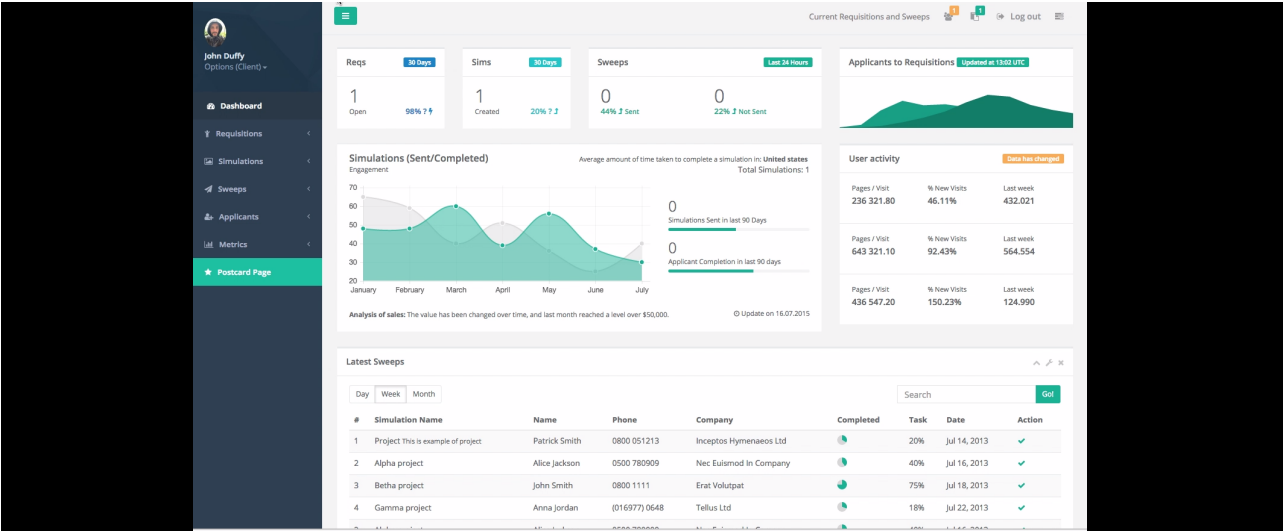
Admin Demo
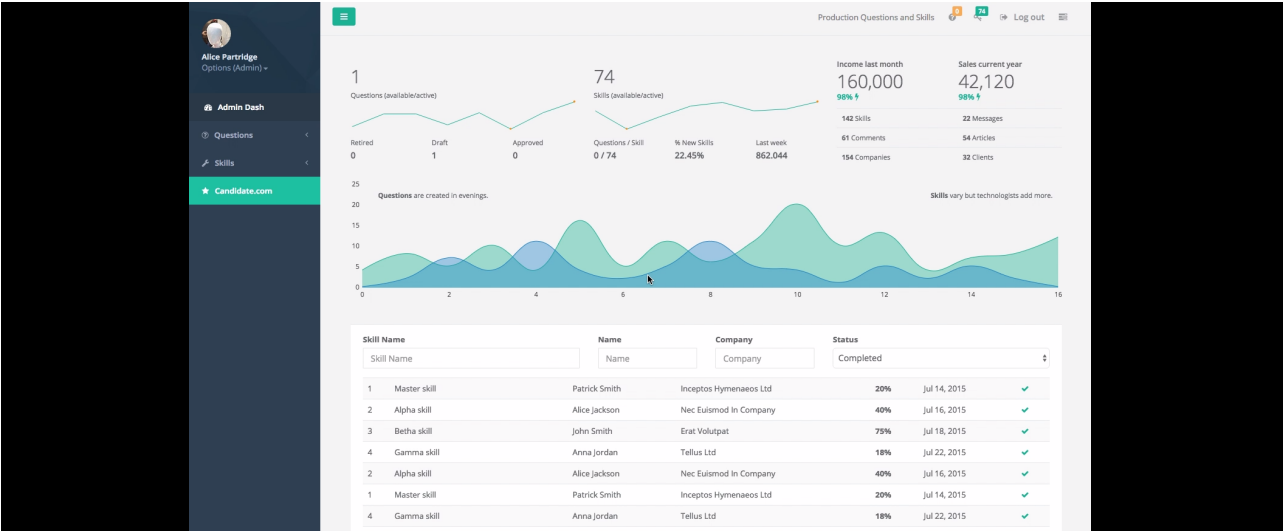
Suggestions?

[feedback at candi dot date]