

[REDACTED] - Java Developer

Summary

[REDACTED] has over 8 years of development experience using Java/JEE and related technologies. He's been working a lot of contract positions and now he wants to settle down in a permanent position where he can devote his effort to the company.

He's a very friendly and engaging guy with a great personality.

Our interviewer's assessment is below.

Technical Assessment

Interviewer: Mike

The first thing I noticed about [REDACTED] is he has a great personality and was enjoyable to talk to. He's definitely somebody I wouldn't mind having on my team. He's smart, articulate, and seems to have a dedication to his work.

My assessment is below in topic sections.

OO Concepts

[REDACTED] did very well in this section.

- He knows the key concepts of OO:
 - Able to describe Polymorphism very well
 - Knows why encapsulation is important
 - Knows Abstraction (sometimes the 4th concept), why it's important and how it's used.
- He understands relationships of inheritance and composition as the Is-A vs Has-A relationships and fully described.
- He knows the difference between interfaces and abstract classes and when to use abstract classes.
- He's familiar with a number of design patterns and was able to give me examples. I quizzed him for more details and he was able to answer correctly.
- I asked about Dependency injection and understood the concept and how it's implemented in spring, mocking frameworks, etc.

Java

█ did very well in this section:

- Understands immutability of strings and knows the difference between StringBuffer and StringBuilder.
- He knows the difference between a synchronized block and a synchronized method.
- He knows how and why to use the transient keyword.
- Knows the difference between sleep() and wait().
- Knows the difference between extends Thread and implements Runnable.
- Knows the difference between overloading and overriding.
- Knows the use of the *this* keyword and how to call one constructor from another.
- Understands inner classes within methods and scoping.
- Knows the exception class hierarchy, checked vs unchecked exceptions, throw vs throws, order of exception handlers, finally block, etc.
- He has a good understanding of collections, ArrayList vs LinkedList, Queue vs Stack, Vector vs ArrayList, iterating through a map, etc.
- He did have some trouble describing concurrent collections
- He did very well solving our multithreading problem and he did so pretty quickly.
- He has EJB 3 and some EJB 2 experience. He can describe EJB and types of beans, how he's used it, etc.
- He has experience using JSF, JSP, Servlets, JMS, etc. and was able to answer questions on these.

Multithreading

█ did very well on our multithreading problem which is a producer/consumer problem he had to solve with multithreading.

Spring

█ has a fairly good understanding of spring including:

- Has used the core, dao, and web modules.
- Dependency injection and why/how it's used in spring.
- Understands loosely coupled object via dependency injection
- He knows the use of aspect oriented programming and when/how to use it
- He knows the difference between a bean factory and application context.
- He understood how to integrate spring and hibernate and how to use it.
- He understood hibernate, how to configure it, how to use it, and understands ORMs.

Web Services

He has written both SOAP and RESTful services.

- He knows the differences between SOAP and REST and when to use each.
- He does not have microservices experience but he has been reading about them so he has some knowledge.
- He does not have ESB experience.

Database

██████ has Oracle experience we talked about databases and SQL:

- He understands referential integrity
- He can describe how to build a many-to-many relationship between 2 tables.
- He understand the 4 primary queries we use such as SELECT, INSERT, UPDATE and DELETE and gave examples.
- He can construct a subquery and know when to use it
- He knows about the various joins and can describe them such as an outer join and why it would be needed.
- He understands Unions
- He understands 3rd normal form and OLAP vs OLTP.

Summary

I liked ██████ a lot. Our interview was almost 2 hours and though I can ask a lot of questions in 2 hours I can't cover every single possible topic. But, we had a great coverage of the topics and technologies and he did well. The main think I look for is a smart person. Technologies, frameworks, libraries, languages, etc. change all the time. What's important is a person that smart and can figure out how to solve problems. That's why I thing ██████ is a good match.