1. adding your own interview comments
2. interview comments from others
3. reference check feedback

███████

- o **Justification**
  - Excellent candidate. ███ has 5+ years of experience in Java and Web technologies. He has built several dashboard and charting tools using ajax technologies. Great UI candidate for Secure Enterprise Search product line. He really excelled at our technical interview.

- o **Interview Feedbacks**
  - o From: ██████████
    - Title: Principal Member of Technical Staff
    - Feedbacks:
      ███ has a very good background in UI development, in particular with JSPs, JavaScript and AJAX. We discussed his previous projects in depth, such as a charting feature that had a significant amount of AJAX and JavaScript work. ████ demonstrated full understanding of the issues that come with UI development. He responded well to follow-up questions regarding debugging UI issues, browser dependencies, JavaScript nuances (how to turn JSON into JavaScript), and AJAX error-handling (e.g., if the AJAX request fails). The discussion on his UI work gave me confidence that he was a proficient UI developer. His sample charting application is also very cleanly designed from a functional perspective.

      I then proceeded to ask Java technical questions and problem solving questions. ████ answered the questions quickly and correctly. He demonstrated that he is a good problem solver, and gave multiple solutions based on new requirements to the same problem.

  - o From: ██████████
    - Title: Principal Member of Technical Staff, ██████████
    - Feedbacks:
      ██████ shows strong expertise in the application user interface area. I also found him quite competent in general programming skill.

  - o From ██████████
    - Title: Principal Member of Technical Staff, ██████████
    - Feedbacks:
      ███ has good knowledge and experience on various aspects of UI design and coding, decent hands-on skills.
      His core Java skills and logic may not be too strong but not bad either so we can consider him for core UI development.

- *From:* ████████
  - *Title: Senior Software Development Manager*
  - Feedbacks:
  - ████ *is an excellent UI candidate. He has strong technical skills, great analytical abilities, and pleasant personality. With five years experience in java and web technologies and great passion for search,* ████ *is a great fit for Secure Enterprise Search product development team.*

- **Reference Check Feedbacks**
  - From: ████████
  - Title: Distinguished professor
  - Company: University of ████████
  - Feedbacks:

    ████ was a student while I am a professor (Jan 2000 to June 2005). He took courses for information retrieval, data mining, data ware housing. In all the courses he tooked, he is a A student. He is very capable and I am very pleased by his intelligent and hard work. I highly recommend him. He is also very well versed in the web search technology