

Job Posting - Software Developer Co-op at Visier Inc.

Overview

Visier is the global leader in People Analytics and Workforce Intelligence trusted by over 8000 customers and a third of the Fortune 500. Our solutions give customers valuable insight into their people, because people are a business' most important asset. Every day Visier employees work to help create more efficient, fair, and successful businesses through leveraging data. Recently closing a successful Series E funding round, and a landmark \$1B valuation, Visier is embarking on an incredible phase of its 11-year growth journey.

Visier is recruiting for a Software Developer Co-op to join our innovative and extremely talented Development department.

Our co-op experience is unique and designed to prepare you for professional success as you work on real, impactful work from the beginning...not features that may be mothballed after 8 months of hard work! Our ultimate goal is to give you the mentorship, training and work experience you need to start your career. A number of our students return to us after they graduate and start developing their professional career at Visier! We use cool state-of-the-art technology that is common in large scalable systems involving lots of data, our frameworks include Cassandra, kubernetes and Kafka. You'll also have the opportunity to learn fundamental AWS skills that are transferable anywhere.

What You'll Be Doing...

- Writing production level code that will directly impact customers
- Implementing cool new features
- Fixing complex bugs
- Collaborating with people in all stages of the software development cycle

Health & Safety at Visier

Visier is committed to creating a safe and healthy environment for our employees, customers and community. As part of this commitment, we require all employees to be fully vaccinated for COVID-19 or qualify for an exemption.

What You'll Bring To The Table...

- Coding skills in relevant programming languages (e.g Scala, Java, JavaScript, Typescript)
- Knowledge of data structures and algorithms
- Knowledge of one of the following areas would be an advantage:
 - Web technologies (REST, HTML/CSS, JSON, Angular)
 - Relational and non-relational databases and SQL language
 - Coding skills in writing functional tests using Selenium and ScalaTest
 - Attention to detail, tendency to spot mistakes and identify potential improvements
- Most importantly, you'll live our values...
 - You roll up your sleeves
 - You make it easy
 - You are proud
 - You never stop learning
 - You play to win

Visier Co-op Perks...

We know a thing or two about those... and so, we're hooking you up! You'll receive a welcome bag of Swag when you start! We have everything from free virtual yoga classes, happy hours...think magicians, comedy shows and health and wellness classes. You'll spend your first weeks in an immersive boot camp to learn coding in a Visier environment and you'll have a buddy/mentor assigned to you to support your ongoing professional development. On top of that, you'll get to rest and relax with paid vacation, and paid volunteer days!

Reference

Visier Inc. "Software Develop Co-op." *LinkedIn*, <https://www.linkedin.com/jobs/view/2993492601>, Accessed 3 Apr. 2022.

Cover Letter

5959 Student Union Blvd.
Vancouver, BC V6T 1K2, Canada

April 3, 2022

Visier Inc. Human Resources Personnel,
#400-858 Beatty Street
Vancouver, BC V6B 1C1, Canada

Subject: Cover Letter for Software Developer Co-op Position

Dear Human Resources Personnel in charge of hiring software developer co-op:

Please consider my application for a software developer co-op position at Visier Inc. I have been very interested in your services, innovation, and culture, especially the AI-powered People Cloud platform, the system for analyzing business data and people data. I believe you and your company can satisfy with my qualification and abilities for the position.

As you can see from my enclosed resume, I have strong Java programming skills, as well as HTML and CSS. I have some personal projects developed using Java, HTML, and CSS. One of the experiences was for a hackathon, which was a web development project for tracking users' data on health status, such as weight and symptoms. In the project, I was responsible for developing the data structure and user interface. Using java.sql and JSON, I made a data object containing users' information that can be recorded by time and can be visualized easily, and UI design that is adapted to pages by HTML and CSS. Besides the project, I made some mobile applications and experienced software development from the scratch. I also have good testing skills based on JUnit.

Also, while working as a marketing researcher, I could develop my skills in communicating with others. As a marketing researcher, I always communicated and managed between my team members, clients, and other teams supporting the research. The experience made me used to the collaborative work process and communicating with others. Furthermore, I am eager to learn and adapt new skills for better results. In one marketing research project, I tried conjoint analysis even though the methodology was not familiar to me. I learned how to design the analysis and analyze the result, and adapted the conjoint analysis to the research. Such hardworking experience will be helpful when working with your company.

If you are interested in interviewing me, please contact me via my email or phone number, hansol94@student.ubc.ca, or (778) 686-2203.

Best Regards,



Hansol Yang

Resume

HANSOL YANG

(778) 686-2203

hansol94@student.ubc.ca

5959 Student Union Blvd.
Vancouver, BC V6T 1K2,
Canada

Objective

A hardworking, responsible Computer Science student who is willing to learn new technologies and ways of programming through practical working experience.

Skills

- Programming: Java, Dr. Racket, Python*
- Tools/Environment: IntelliJ, GitHub, R, SPSS
- Testing: Junit
- Web: HTML, CSS

Education

University of British Columbia

Bachelor of Computer Science, 2021-2024(Expected)

Majoring in Computer Science

GPA: 94.5%

Hankuk University of Foreign Studies

Bachelor of Arts, 2014-2019

Majored in Thai language and Advertising/Public Relations/Branding

GPA: 4.01/4.5

Technical Projects & Activities

StormHacks (Hackathon): Future Finder — 2022.03

- Developed a website that suggests the future career field and connects people with mentors based on a survey algorithm.
- Used Java, HTML, CSS, JavaScript, and SQL.
- Contributed to the team by developing the survey algorithm, creating the frontend paged and the main page with Java, HTML, CSS, and JavaScript.

nwHacks (Hackathon): Health Tracker — 2022.01

- Developed a Health Tracker website that gets records about weight, heart rate, symptoms, and stress level, using Java, HTML, and CSS.
- Refactored array list data type into a Health State class to allow the data visualization in more understandable code.

Cafe App: Mobile Application (Android) — 2022.01 -

- Developing a mobile application with a team of two that records the cafés that users visited and recommend the best café among visited.
- Recommended the best café by a scoring algorithm based on feedback, distance, and price.
- Contributing to the project by drawing a simple UI design, and creating the main page by using Java.

Reading Recorder: Mobile Application (Android) — 2020.05 - 2020.07

- Developed a mobile application that records the book user read, using Kotlin.

Work Experience

Marketing Researcher, Embrain (Seoul, Korea) — 2019.04 - 2020.11

- Designed, conducted, and analyzed over 10 research projects for understanding market and consumers
- Managed communication between the team, clients, and participants for the research and analyzed data on market trends using statistical methods such as ANOVA, and created insights for the clients to develop new products
- Specialized in developing unknown customers' needs and forecasting future trends
- Used Technology: SPSS

Leadership

Award

President of Club for International and Regional Studies, 2015; Best student of Education Program for Marketing Researcher, 2019

Languages

Native Korean speaker, fluent in Japanese, and can speak basic Thai.

Activities

Voluntary club for Thai-Korean Multinational Family - made a storybook in both Korean and Thai to introduce both cultures (1 year); University student senate for Thai majors (1 year); Club for International and Regional Studies (2 years)

Leadership

Available on request.

Letters Requesting References

#1

5959 Student Union Blvd.
Vancouver, BC V6T 1K2, Canada

April 3, 2022

Professor Meghan Allen
2300 Lower Mall
Vancouver, BC V6T 1Z4, Canada

Subject: Request for Reference

Dear Professor Allen:

I am writing this letter to ask you for a reference for my software engineer co-op position at Visier Inc. Visier Inc. is a company offering services and platforms to companies that want to analyze their customers based on big data and AI. Considering your lecture, CPSC210, helped me a great deal to meet the requirements for the position, your reference will be a great help to get the job.

During the CPSC 210 course, I could learn basic design concepts and principles of Object-oriented design. Your instructions made my designs and codes more clear and simple with fewer duplications by using skills such as the observer and observable. Also, you taught me many skills that fit the company's requirements, such as Java, JSON, a testing methodology using JUnit, and data structure for object-oriented design.

In particular, the project you assigned for the personal project assignment in CPSC 210 was a great opportunity to apply what you explained in the course. I made a desktop application for managing schedules for sports matches, by creating a sports team, selecting the team, and adding or checking the matches. For the application, I used Java, adapting Inheritance, JSON, and JUnit testing methods to the project. If you could mention in the reference that I used the skills in my project, it will be very helpful.

Please let me know if you need further information or have problems writing the reference. You can contact me via email or phone, at hansol94@student.ubc.ca or (778) 686-2203. Thank you for your help in learning the required skills, and your consideration of the reference.

Best Regards,



Hansol Yang

#2

5959 Student Union Blvd.
Vancouver, BC V6T 1K2, Canada

April 3, 2022

Professor Gregor Kiczales
2300 Lower Mall
Vancouver, BC V6T 1Z4, Canada

Subject: Request for Reference

Dear Professor Kiczales:

This letter is purposed to request you a reference for my software engineering co-op position at Visier Inc. Visier Inc. offers services and platforms that help analyze customers' behaviours and characteristics, using big data and AI. Your lecture, CPSC 110, was very useful for me to develop the required skills for the position, and it will be more helpful if you can write me a reference for the position.

Your instructions, which concentrated on the algorithm and data structure, were a great help for me to design software. As you focused on the templates and abstractions that can be applied for general cases, the instructions were very useful in designing data structures and algorithms even after the course. I am sure that the ability to design data structures and algorithms I learned from you will be also helpful in the co-op position I am applying for.

As you gave me the opportunities to learn various algorithms for complicated data structure cases, I could practice some of the complicated cases of dealing with sophisticated data structure and it became a good practice for my projects. Your course was really enjoyable and motivated me to learn more about computer science. I believe such experience will be a valuable asset in getting the position.

If you need any further information for the reference on the company or me or have problems writing the reference, please feel free to contact me via email or phone, at hansol94@student.ubc.ca or (778) 686-2203. Thank you for your help in learning good skills in software development and your consideration of the reference.

Best Regards,



Hansol Yang

#3

5959 Student Union Blvd.
Vancouver, BC V6T 1K2, Canada

April 3, 2022

Mr. Woosung Kang, Department Manager of Embrain
318 Gangnam-daero
Gangman-gu, Seoul 135-080, Republic of Korea

Subject: Request for Reference

Dear Mr. Kang:

I am writing this letter to ask you for a reference for my software engineering co-op position at Visier Inc. Visier Inc. is an IT company based in Vancouver, known for its services and platforms for helping clients to analyze their customers' information using big data and AI. As you gave me a lot of opportunities in marketing research projects and helped me get skills in communications, I believe your reference will be a great help in getting the position.

While working with you, I could develop my working skills in communications and data analysis. As you gave me opportunities to lead my project even though I was a junior, I could have several experiences in communicating with clients, managing their requirements, and the supporting teams' circumstances. Such experience made me develop communication skills not only among the team but with the related parties.

In particular, you gave me an opportunity and instructions on analyzing the customers' data and making an algorithm to segment them. The experience was very helpful in understanding the way of analyzing data. Also, the experience made me develop the skills for making algorithms for a certain purpose. When I had to make an algorithm to match users to appropriate mentors using received users' data for a hackathon, the experience was very useful. I appreciate you for giving me various experiences in dealing with and analyzing data and I am sure that such experience will be helpful in getting the position I want.

Please let me know if you need further information for me or the company or have problems writing the reference. You can always easily contact me via email or phone, at hansol94@student.ubc.ca or +1 (778) 686-2203. Thank you so much for your help in my career and your consideration of the reference.

Best Regards,



Hansol Yang