

Interview & Process Preferences

Professional Hiring & Collaboration Principles

Overview

I value professional hiring processes built around transparency, mutual respect for time, technical depth, and opportunity alignment.

Over the years, I've learned that productive conversations happen when expectations, context, and evaluation criteria are clearly defined from the beginning.

The following preferences are intended to help create efficient and meaningful conversations for both sides.

Opportunity Alignment

Compensation discussions are most effective when considered alongside the complete opportunity rather than as isolated numbers.

- Project scope
- Technical ownership
- Team structure
- Benefits package
- Work model
- Employment structure
- Delivery expectations
- Career growth opportunities
- Long-term alignment

Technical Discussions

I value context-driven technical conversations.

- Engineering decisions often depend on:
- Business requirements
- Scalability expectations
- Operational constraints
- Delivery timelines
- System architecture
- Tradeoffs

Because of this, I generally prefer engineering discussions focused on reasoning, architecture decisions, delivery experience, and problem-solving over isolated theoretical questions.

AI-Assisted Interviewing

AI-assisted recruiting and evaluation technologies continue evolving across the industry.

For engineering-focused discussions, I generally value collaborative technical conversations and human interaction over fully automated evaluation experiences.

Technical depth, architecture decisions, and engineering tradeoffs are often best explored through direct discussion.

English Communication

I regularly collaborate in English-speaking environments across technical discussions, delivery initiatives, stakeholder communication, and enterprise software development.

For opportunities requiring advanced or fluent English communication, I value interview environments where communication clarity and technical understanding remain equally important across all participants.

Effective communication works best when expectations remain mutual.

Professional Interview Environment

I value interview environments built around:

- Respect for time
- Clear communication
- Technical collaboration
- Constructive discussion
- Defined interview stages
- Professionalism
- Context-driven evaluation

Mutual preparation creates stronger conversations for everyone involved.

Camera & Remote Collaboration

Remote work has enabled global collaboration on a scale.

For remote conversations, I generally value collaboration standards that remain consistent across participants and help create productive communication environments.

Internal Alignment

If my background is not aligned with a specific opportunity, feel free to share my professional profile internally.

Rogelio Perez | Lead Software Engineer