



English Project

DRONIT
CORPORATION

D^RONE

DRONE

EATS

DRONE

IN



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A- JOB ADVERTISEMENT

DronIT corporation

Location : 3 Willoughby Tottenham, London N17 0YL

Job fonction : IT Developer

Help us develop the next delivery system

The DronIT corporation is based on the development of drone deliveries. Developing this system could change the lives of every customer who uses conventional delivery systems. Simplifying deliveries and improving them are our objectives, would you participate in this beautiful project ?

After DronEATS and DronIN, we just create the third department of DronIT corporation : DrONE and we are searching for IT developer in charge of the conception of our new drone system.

a. Job description :

You will work with the team in charge of the development of our new delivery system, as an IT developer, your main missions will focus:

- Identify and analyze users' needs to present a project as closely as possible to the customer's expectations.
- program the operating system, the system of geolocation and the improvement of our intelligent direction.
- Perform a series of tests to identify and correct potential software malfunctions.
- Make reports to your supervisors.
- Provide technical support for users, and other departments of DronIT corporation.

You will be also referent for futur intern in the company.

b. Required profile :

- Bachelor's degree in developpement
- Minimum 3 years experience as a Node.js/React developer
- A first experience as a developer
- Good knowledge of geolocation and GPS
- Human qualities (know how to work in a team)
- Speaking perfectly english

c. Prefered :

- Engineer degree in IT Development
- + 3 project development
- Experience in two different companies

d. About us :

We are a company that is trying to reinvent delivery using drones. We have already developed 2 departments, Droneats which delivers only food, and Dronin which delivers small things from different companies like Amazon or Thomann. We are growing with the development of our third department, Drone, which will deliver pharmaceutical products. The idea came from the current Covid-19 crisis. We hope that our system can help many patients and hospitals.

We are a team of 40 employees, with a large variety of nationality, ethnicity and culture. We are implanted in three countries England, France and Spain and we are looking to develop our business in Germany and Sweden.

If you want more information about our products, visit our website www.dronIT-corporation.com

B- LETTER OF MOTIVATION

STEAK Peter
63 Hight Street - Oxford OX1 4BA
(000) 408-7632
peter.steak@gmail.com

April 14, 2020
Programmer, DrONE Manager
DronIT CORPORATION
3 Willoughby Tottenham, London N17 0YL

IT DEVELOPER

Dear Madame, Dear Sir,

I have discovered DRONIT in the last Company Meeting in Swindon organized by your team and I was interested by the general concept of your company and the different sectors like Drone EATS and Drone IN. In addition, I found your job offer thanks to several friends who worked with your different departments and they suggested me to contact you.

In this job offer I could see you are looking for IT developers to be part of DrONE programming team. We could be sure that working in this company would be an opportunity for me to know a new environment and learn new ways to work, particularly with drones. Indeed, this is still a field that I have not been able to explore.

Interested in technology from a young age, I did some courses on programming: I obtained a BTEC informatic & programming, then I decided to continue with a master's degree at Southampton University specially in Wireless Electronic Engineering and Mobile Communications. My actual Major GPA is 3.5.

I could follow some courses in system design, network systems, software development and programming languages. I have a lot of experience with JavaScript, Python, Java and C++. Furthermore, I was able to get some experiences in development of GPS systems and new software for a French University. Well-motivated, responsible, always attentive to other's opinions and with a great team spirit, I hope my profile will correspond to your expectations. Indeed, I am sure those qualities and skills would be useful for your company.

I enclose my resume to this letter which gives more details about my coursework, past professional experiences and other important information about me. Thank you for your time and consideration. I look forward to hearing from you soon.

Yours faithfully.

STEAK Peter

PETER STEAK

IT DEVELOPER DRONIT Corporation

PROFESSIONAL OBJECTIVE

Highly motivated person, I'm very interested by the development of new technologies, I like to learn, discover and create new systems to make the future easier. Competent in software development, I try to make their use easier as possible to make them more intuitive for users...

I love working in a team to learn from my colleagues but also to share my knowledge with them.

With a deep sense of responsibility, I want to put all my skills at the service of the company to contribute to its development.

CONTACT

☎ (000) 408-7632

💬 63 Hight Street - Oxford OX1 4BA

✉ peter.steak@gmail.com

PROFESSIONAL EXPERIENCES

IT Developer – GOOGLE – London (U.K.)

JANUARY 2015 - APRIL 2020

- Development of the GPS system of the autonomous google car
- Programming in different computer languages
- Maintenance of different Google software (Google Earth, Google Drive, Google Map)
- Creation of new google play apps

Data Engineer – GoPRO – San Mateo (U.S.)

OCTOBER 2010 - NOVEMBER 2014

- Design and build analytics schemas for optimal extraction, transformation, and loading of data from a wide variety of sources using SQL
- Experience with machine learning techniques and algorithms

Internship - IT assistant - Grenoble University (FR)

JANUARY 2008 – JUNE 2008

During this internship, I carried out various missions :

- I worked on the maintenance of the Grenoble University website
- I managed the university student accounts
- I worked on the development of a new specific software at the Grenoble University
- I managed all the computer equipment made available for staff and students

EDUCATION

A-Levels (with honors)

2004

BALLIOL College of OXFORD

MEng : Electronic Engineering with wireless communications

2004-2008

Southampton University

MSc : Mobile Communications and Smart Networking

2008-2009

Southampton University

SKILLS

Language :

ENGLISH : ☒ ☒ ☒ ☒ ☒

FRENCH : ☒ ☒ ☒ ☒ ☐

GERMAN : ☒ ☒ ☒ ☐ ☐

Software :

> JAVA SCRIPT

> JAVA

> OCTAVE

> PYTHON

> C++.

> SQL

D- INFORMATION ABOUT THE BUSINESS

Dear Mr Peter STEAK,

We have retained your application and we would like to meet you to conduct an interview.

We send you this email to inform you of the various information to take into account before the interview, you will find below, the direction to access the interview location, the instructions about the interview format and general information about the business.

- **Directions to access the interview location :**

The interview will take place on Wednesday, May 27th at 2:30 P.M., the address is 3 Willoughby Tottenham, London N17 0YL. We will ask you to present 15 minutes early at the administration office, the secretary will notify us of your presence. Then you will be guided to the second floor where you can wait 10 minutes, after we will pick you up.

- **Instructions about the interview format :**

During this interview, 3 members of DronIT Corporation will be present, the Managing Director, the Department Manager of DrONE and the Head of of Humans Resources. The duration of the interview will be approximately 35 minutes, firstly you will present yourself during 5-10 minutes, then will come a series of questions regarding your experiences, your skills, your hobbies, your motivation, your ambitions, etc... You must be prepared to answer all kinds of questions.

It is not necessary to bring your Curriculum Vitae and your letter of motivation, we keep the copies you sent for your application. However, if you have a brief, you can bring it. After the interview we will conduct a tour of the premises, this will be the time for you to ask all the questions you have regarding the company, you can meet the employees of DronIT.

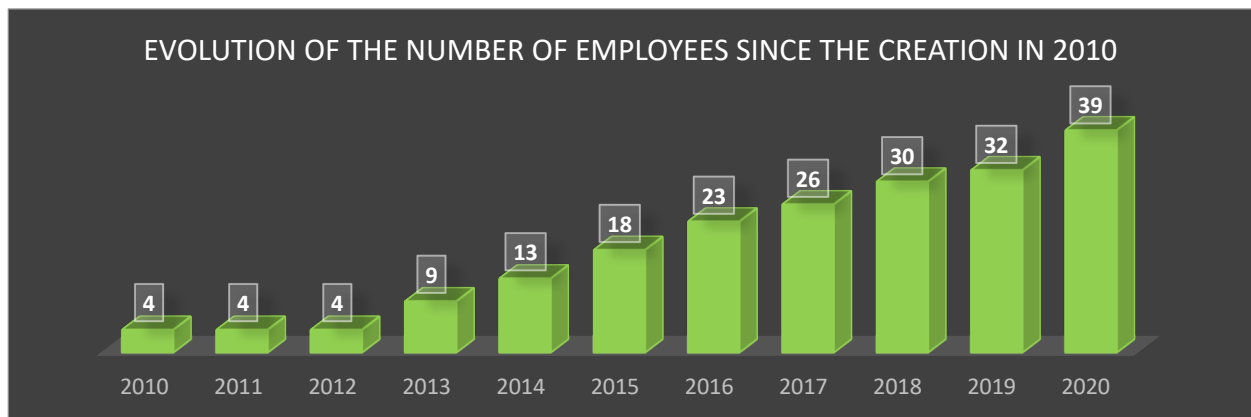
- **Reminder; General information about the business :**

The business was created in 2010, at the beginning the company counted just 4 employees, 4 ambitious friends who decided to create their own business. The idea was crazy and innovative : develop Drone delivery. Today, the company has 40 employees, developed 2 departments, DronEATS which delivers only food, and DronIN which delivers small things from different companies like Amazon. We are growing with the development of our third department, Drone, which will deliver pharmaceutical products. The idea came from the current Covid-19 crisis. We hope that our system can help many patients and hospitals. The last year, the company achieved is record turnover, more than 5 million of euros.

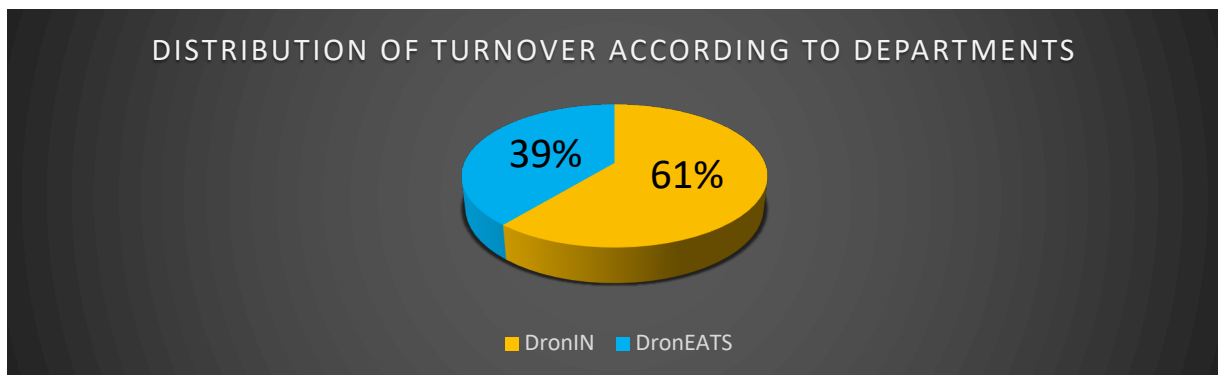
It is an international company with a large variety of nationality, ethnicity and culture. Companies are implanted in three countries England, France and Spain and we are looking to develop our business in Germany and Sweden. The head office of the business is located to London.



Graphs below represent the evolution of the company since the creation.



You can see on this graphics the evolution of the number of employees since the creation of DroneIT, during the first 3 years the business counted just 4 employees, this is the time it took to develop a viable project. In 2013, the company starts to hire, between 2013 and 2019, the growth is linear with approximately 5 recruitments per year. In 2020, the hire is more important, this is due to the development of the third departments of DroneIT Corporation : DrONE.



This second graphic represent the distribution of turnover according to departments, you can see DronIN represent a main part of the turnover (20% more than DronEATS), this is due to the difference of price of the materials transported. In fact, deliver a phone is more expensive for the business than deliver a Pizza or McDonald.

In term of number, DronEATS represent 63% of deliveries but the cost of goods delivered is lower than DronIN.

We hope all this information will allow you to prepare the interview. Waiting to meet you.

Yours sincerely.

The head of human resources.

E- THE INTERVIEW

a. Transcript of the Interview

- To start, could you briefly introduce yourself?

My name is Peter Steak, I'm an IT developer since 2010. I'm diplomate of an MSc and MEng and I worked before in two company, Google and GoPro. I love my job, and I'm highly motivated person, very interested by the development of new technologies. I like to learn, discovers and create new systems to make the future easier. I'm competent in software development, I try to make their easier as possible as possible to make them more intuitive for users. I love working in team to learn from my colleagues but also to share my knowledge with them. My hobbies are model making and programation. And I practice running sometimes to stay healthy.

- About our project what motivates you ?
- What made you apply for this job ?

As I said previously, I am passionate about model making and programation. Before my job was about one of my two hobbies and this one combine them. We may call it my dream job and that make me try to get it and apply. I also think your project is the futur and as a really big potential.

- Do you know anyone who works in our company ?
- Have you ever heard something about our company ?

I don't personally know any of your employees, but I went on one of your convention, at Consumer electronics show in Las Vegas 3 years ago. It was very interesting and I have followed your development since this.

- You may learned that we are implanted in other countries, are you willing to travel for work ?

I'm very attached of my country, but I have no problem about travel for work. I'm very expermiented of travelling, I started during my studies with an intership in Grenoble in France. And during 4 years I worked in US for GoPro. I know your implanted in France I am quite comfortable with the French language it can be an advantage for me.

- How was your past project ?
- I saw you worked on the autonomous car from google, what it has brought you professionally ?

This project was probably the most interessant project of my career at the moment. It bring me so much things. In 4 points it bring me techniques, methodology, relational and improvement of my knowledge and programming skills. For the methodology, for example, it brought me mastery of project management and knowledge in carrying out studies.

- And about relational ?

Teamwork improvement and experience essentially.

- Have you ever worked in a job that you hated ?

I never hated a job, but a few of them that were less motivated. It was during school holidays and was to make money for hobbies so that was not that bad.

- What irritates you about co-workers ?
- How do you cope with stress ?

I'm not a stressed person, because my job is a passion so more work is better. And that's what makes I irritated by co-workers who are not motivated and slow the progress of the project.

- Why should we hired you ?

I think my past experience can be usefull for your company and project, and my motivation can be very benefit for your team. This is what my former project manager told me.

- Are you willing to work overtime ?
- Prepare for night shift and work on weekends ?

In general, I try my best to do the most of my missions in regular time, but I don't have any problem to work longer at the company or brings my job at home. If it's necessary I can also work weekends occasionally, but it can't be all the weekend because I also have familial obligations.

- Do you use delivering services ?

I regularly use delivery services because it is very convenient for all items or food. It is not more expensive and saves a lot of time.

- What will you do if you don't get this position ?

I will research another project that motivates me, but I don't know if I could find one as interesting as yours.

- Do you have any questions for us ?

No thanks

b. Interviewer's Notes

- Very confident, looks like he is motivated, interesting hobbies : related to the job
- He knows our project, believes in the future of our projects
- + following us, participate to convention -> interested and involved
- Great travelling experience
- Experimented with project realization
- A lot of confidence, seems to be brave at work
- Knows delivery services -> understands our work
- very comfortable with interview and with the subject



DRONE DEPARTEMENT - DRONIT CORP.

STEAK PETER

PERFORMANCE

REVIEW

IT DEVELOPER



Prepared by: Gonzáles Marvin
DrONE Director
Approved by: Talopin Sébastien
DroneIT Corporation - Chief executive officer

July 2020

Employee information

- Employee Name: **STEAK Peter**
- Department: **DrONE - Programming team**
- Position **IT Developer**
- Review period: **Q2**
- Date of review: **July 17, 2020**

Part 1: Choice the number that best represents employee's performance for each item

1. Quality/accuracy of work

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

2. Quantity of work

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

3. Dependability

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

4. Attendance/Punctuality

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

5. Professional communication skills with co-workers/supervisors

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

6. Customer-focused communication skills

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

7. Ability to work as a member of a team; team work

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

8. Ability to work independently

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

9. Open to feedback

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

10. Willingness to take on additional responsibilities

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

11. Complies with company policies and procedures

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

12. Exhibits effective problem solving skills

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

13. Eagerness to learn new job-related skills

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

14. Asks questions and seeks guidance as needed

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

15. Makes progress toward professional development goals

1	2	3	4	5
Deficient	Below Standard	Meets expectations	Above standard	Outstanding

Part 2: Explanation/ description of concerns regarding any items with scores of 1 or 2, along with plans for making necessary improvements. Enter N/A for any items with scores of 3 or higher

Item	Concerns:
1	N/A
2	N/A
3	N/A
4	N/A
5	N/A
6	N/A
7	N/A
8	N/A
9	N/A
10	N/A
11	N/A
12	N/A
13	N/A
14	N/A
15	N/A

Part3. Developmental Goals: Agree on and list 3 - 5 developmental goals for next review period.

1	Searching for new advices in the system
2	correct potential software malfunctions
3	Develop a new way to interact with customer
4	
5	

Part4. Training Needs: List any specific training needed to improve job performance or make progress toward achieving agreed-upon developmental goals.

Specially for DrONE department. Learn more about pharmaceutical products and understand their classification.

Knowing how to evaluate a drone: price, technical features, etc.

Part5. Employee comments

I am glad and satisfied to be able to work with this team and in this very pleasant environment. I still have to learn new things to meet all expectations.

Steak Peter

Employee's name



Signature

July 17, 2020

Date

González Marvin

DrONE Director



Signature

July 17, 2020

Date

Talopin Sébastien

DronelT Corporation - CEO



Signature

July 19, 2020

Date