FINAL SCORE: 9

In summary this was one of the most strongest coops I have encountered. He was fully autonomous in collecting requirements on a loosely specified project and making concrete things come out of it. He was able to help out with others' data requests and also was attending data meetups and inviting team to it. Overall very strong and very team first.

Key Accomplishments and contribution

- Did initial investigation into Lever data usage. Discovered that team was not using the tool properly to get good quality data. Also discovered tool did not have good enough types of transitions for what the talent team was looking for. Result was good insight into moving off of Level onto something else and that it could not be relied on as the primary data source
- Used web scrapers to pull in data from stack overflow users for talent team; data pull was done by geo location and then sorted by reputation on stack overflow to attempt to get local contributors.
- Created a resume parser that accurately parsed out each section of resume (work experience, summary, school) which performed better than other ones he experimented with. Used it on large sample of resumes.
- Worked with Operations Hiring team to use ML model to parse out and analyze submitted resumes to identify who are worthy to call or bring in.

Strengths as recognized by the coach

- Very self driven and hungry. Little guidance was given on the problem but Curtis was able to autonomously get requirements from all members and begin doing investigations and prototyping a solution.
- Very quick to understand the business. Was up to speed on recruitment really quickly and could provide meaningful suggestions to tooling and data use.
- Extremely intelligent. Learned the domain of Natural language processing quickly and attempted to employ several attempts of models from that domain.
- Provided team first attitude by helping out with random data pulls (stack overflow) and trying to organize / give visibility into data events in the city.

Areas of Improvement

- Seek help a bit faster. Some of the stuff came down to the wire that may have been resolved by seeking help from our data scientists. Other than that not much else he was very strong

360 Feedback

Mike B
Chris N
Jake G