

# Hiring Software Developers at AirWorks

Mia Petkova and David  
Morczinek

# Mia and David



- David Morczinek
- CEO and Co-Founder of AirWorks
- MBA at MIT Sloan in 2018, M.S. in Aerospace Engineering in Hamburg, Germany in 2012
- 5 years experience at Airbus building and selling planes



- Mia Petkova
- Software Engineer at AirWorks
- MS MIT Media Lab, BA McGill University
- Background in Software Development and Geospatial Sciences

# What does AirWorks do?

- CORE: Our AI powered software autonomously converts 2D and 3D aerial data into CAD models
- VISION: We're building an automated aerial survey platform for civil engineering
- USE: Our technology speeds up the surveying process by a factor of 100+
- VALUE PROP: We deliver real-time insights to developers and engineers in the construction industry that reduce risk for new projects and save millions of dollars



Input: *Aerial Data*



Output: *CAD Drawing and Analytics*

AirWorks' mission is to make aerial data accessible and useful to decision makers in the built environment

# AirWorks Team



**David Morczinek**  
Co-Founder and CEO



**Adam Kersnowski**  
Co-Founder and COO



**Garrett Hemann**  
VP of Engineering

Management



**Joseph Bianchi**  
Civil Engineering Co-Op



**Craig Roberts**  
CAD Engineer



**Ian Koskinen**  
CAD Engineer

Operations



**Amanda Williams**  
Front End Designer



**Norhan Bayomi**  
3D & Thermal

Marketing, Design and Platform



**Mia Petkova**  
Software Engineer



**Reddy Aravind**  
Computer Vision Engineer

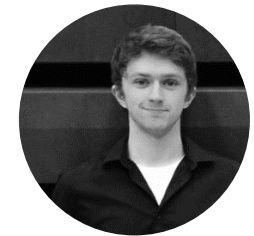


**Vishwak Thatikonda**  
Full Stack Developer

Software  
Development



**Pranav Gundewar**  
Computer Vision Co-Op



**Brian Bongiovanni**  
Computer Vision Engineer



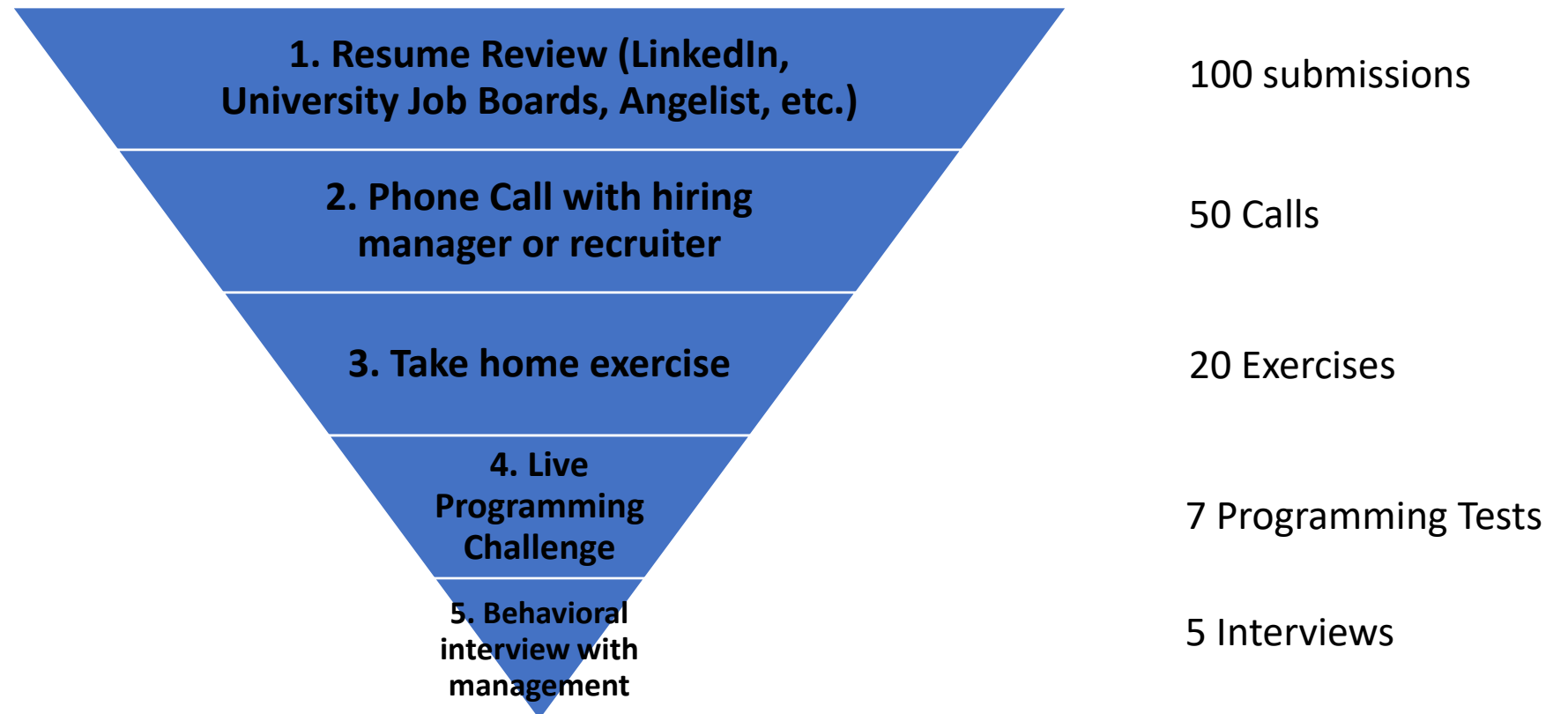
# Overview of Hiring/ Interview Process

At AirWorks, we've hired 6 software developers for various roles in the past 12 months:

- Full-Stack Developer
- Front End Developer
- Machine Learning Engineer
- GIS Software Developer
- VP of Engineering






# Overview of Hiring/ Interview Process

The interview process for each role is different, but essentially always includes the following stages:



# Sources of Candidates

AirWorks always uses multiple channels of recruiting. The most well known are the following:

1. Online Job Boards   
2. Company and Investor Websites  
3. University job boards and career fairs (mostly for other majors)
4. Connections
5. Recruiters and headhunters (mostly more senior roles)

# Hiring Process – Step 1 and 2

## **1. Resume Review (LinkedIn, University Job Boards, Angelist, etc.)**

Usually hiring manager or engineer will scan resumes

Objective: Validate Qualifications, Experience, Availability,  
Visa Status

## **2. Phone Call with hiring manager or recruiter**

Hiring manager or recruiter will validate written resume by  
phone

Objective: Validate Qualifications, Experience, Availability,  
Visa Status



# Hiring Process – Step 3

## 3. Take home exercise

Usually a 1 or 2 pager with an exercise specific to the role you're interviewing for.

**ML:** Develop ML architecture for a given ML problem

**Front End:** Develop simple leaflet API and send results

**Full Stack:** Define AWS web architecture for processing platform

Objective: Test skill and interest, filter out committed candidates

# Hiring Process – Step 4

## 4. Live Programming Challenge

On the phone or in person interview with programmer

**ML:** Python programming exercise

**Front End:** JavaScript programming exercise

**Full Stack:** JavaScript programming exercise

Objective: Test skill and interest, filter out committed candidates

# Live Programming Challenge

- 3-4 questions
- Warm-up question, followed by more in-depth questions relevant to the work we do (e.g. image processing)
- Focus on approach to problem-solving, rather than getting a perfect answer

# Live Programming Interview Tools

codERPAd.io

<https://codERPAd.io/F7G2JTGF>

# Preparation Tools

<https://www.interviewcake.com/>

<https://coderbyte.com>

# Live Programming Challenge

- 3-4 questions
- Warm-up question, followed by more in-depth questions relevant to the work we do (e.g. image processing)
- Focus on approach to problem-solving, rather than getting a perfect answer



# Hiring Process – Step 5

## 5. Behavioral interview with management

Interview with at least one, sometimes every manager in the company.

**Behavioral questions:** Tell me about a time when...

- you took ownership of a project. Why did you do this?
- you had to adjust to changes over which you had no control.
- you had to communicate a really bad piece of news to your supervisor
- You worked on a project that completely failed. Why do you think it was a failure?
- Give an example of an important project goal you reached and how you achieved it.

Objective: Test behavior fit, values and way of working. Getting to know the candidate.

# Final suggestions

- Do you research about the company
- Apply to few companies, but take it serious
- Try to get references
- Review code environment before coding interview, most common questions are online
  
- Contact us on:
  - [david@airworks.io](mailto:david@airworks.io)
  - [mia@airworks.io](mailto:mia@airworks.io)