

# Ideal Candidate for a SWE New Grad Role

This document outlines the key qualities that I, [REDACTED], values in an ideal candidate for a SWE New Grad Role. The document further outlines how these qualities can be **measurably demonstrated** in the context of a respected open source project.

| Quality                                                                   | Measurable metric (in the context of a respected open source project)                                                                      |
|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Problem-solving skills: Experience solving real-life engineering problems | 6 issues solved                                                                                                                            |
| Coachability: Can take critical feedback                                  | 2 examples of a pull request which received critical feedback which was then followed up with a resubmission that was eventually accepted. |
| Closer: Follows through on a task until it is fully done                  | Time to completion (from the moment an issue is started to the moment it is merged into the codebase) averages to 3 months or less         |

If a student / new grad demonstrates the above qualities, it would be a mistake for me to not talk to this candidate. If CTI sends me up to 3 such candidates (with verifiable proof of work), I can commit to talking to all of them. The end date for this agreement is [REDACTED].

I am of course under no obligation to hire any of these candidates, but I am willing to at least provide feedback to CTI on their hireability. This is not a legally binding agreement. Rather it's primary purpose is to serve as a statement of intent.

