Technical Interviews: Service Details

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I'm a working engineer with 15+ years in web development and 10+ years of technical interviews, including paid consulting for companies. You can watch 40+ of my public interviews and test-assignment reviews on YouTube.

What I cover

- **Frontend, Trainee to Tech Lead:** full technical depth, including frontend architecture and leading a team.
- **Senior and lead roles in any stack:** product thinking, delivery, design at product level, code review, leadership.
- **Not covered:** stack internals outside frontend. Your own engineers cover those, and I say so up front.

How it works

Steps 1 and 2 happen once per role; 3 to 5 for every candidate.

1. **Define the role.** A short call with the hiring manager (and the agency, if one is involved): what the person will do, which skills matter on day one, which can be learned later.
2. **Write the role profile and interview plan.** Must-haves, nice-to-haves, red flags, and the topics and scenarios I'll use. The hiring side approves it before the first interview.
3. **Prepare.** I read the CV and decide where to dig within the plan.
4. **Interview.** 60–90 minutes on real situations: decisions, trade-offs, debugging, and how the candidate handles an unclear task. A coding stage can be added if the role needs one.
5. **Report and debrief.** A written assessment within 48 hours, then a short call if you have questions.

What you receive

Every report states whether the candidate passed the technical interview and at what level, judged only against the criteria approved in step 2. I don't give a hire or no-hire verdict; that decision stays with the hiring side. For roles outside frontend, the result and level cover the areas I assess; the stack check stays with your team. Reports are written in the language of the interview, English or Ukrainian. Sample reports on request.

Deliverable	When	What's in it
Role profile and interview plan	Before the first interview	Must-haves, nice-to-haves, red flags; topics and scenarios. The hiring side approves it.
Short assessment	Within 48 hours of the interview	Result, level, scorecard against the must-haves, strengths and concerns in a few lines, for the recruiter or hiring manager
Full assessment	With the short one	Everything above, plus the evidence area by area, for the hiring manager
Candidate feedback	On request	A separate summary for the candidate, sent through you: strengths and what to work on

Result scale

Result	Meaning
Passed	Meets every must-have
Borderline	Partly meets one or more must-haves, with none missing; each gap is named
Not passed	Doesn't meet one or more must-haves

Level: Trainee, Junior, Middle, Senior or Lead, with + or − where it helps (e.g. Middle−).

Pricing

Interview prices are per candidate, by level. No retainer or minimum.

Per candidate	Price	What's included
Interview, Junior to Middle	$200	CV review, 60–90 min interview, both reports
Interview, Senior to Lead	$260	The same, for senior roles
Express screening, Junior to Middle	$120	45–60 min interview, short report only

Per role	Price	What's included
Role setup	$240	Role call, profile and plan; waived from the 3rd candidate on the same role
First role	$80/hour	Actual time spent, usually 2–4 hours to set up the role and 2–3 hours per candidate

Volume. 10% off 10+ interviews within 3 months; excludes role setups and add-ons.

Add-ons

- Coding stage or take-home review: $80/hour, usually 1–2 hours.
- Report within 24 hours: +20% per candidate.
- Candidate-facing feedback: $60 per candidate.
- Calibration session for your recruiters: $80/hour.

Cancellations. Reschedule free with 24 hours' notice; no-show or later cancellation: $40.

Capacity and service levels

I run no more than two interviews a day, so every candidate gets my full attention. When a week is full, I say so and offer the next free slots.

Commitment	Standard
Interviews per week	Up to 6: no more than 2 a day, on up to 3 days
First available slot	Usually within 3 working days
Report	Within 48 hours of the interview (24 as an add-on)
Working hours	Monday to Friday, Kyiv time (EET, UTC+2/+3); evenings by arrangement
Languages	English, Ukrainian
Format	Online, on your video tool

Working terms

- **Payment.** Under a consulting agreement, invoiced in USD monthly for work done; paid by bank transfer (IBAN) within 14 days.

- **Scheduling and recording.** You schedule the candidate, host the call and record it with the candidate's consent, then share the recording with me. I base the report on the recording, not on memory.
- **For agencies.** Reports go out on your template, under your agency's name, and communication with your client goes through you unless you say otherwise. You set your own price to the client.
- **Confidentiality.** NDA on request, yours or mine. CVs, recordings and reports are used only for that role, and my copies are deleted when it closes.

Next steps

Start with one open role on the hourly model, and judge the reports before committing to more.

1. An intro call, booked with the link below: the roles you hire for and how your hiring runs today.
2. You send me the role description, and we book the role call.
3. I set up the role, run the first interviews, and we review the reports together.

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