

So You Want to Be a Web Software Developer?



A career-preparation guide from



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Table of Contents

So who is DPS Telecom?	4
Our Hiring Process.....	5
Your Pre-Screening Appointment.....	6
At Home Challenge: Create a Resume Website.....	7
Take Home Test: Final Checklist	9

So who is DPS Telecom?



DPS Telecom designs and manufactures and sells monitoring equipment for communications networks all over the world. DPS was founded by engineers over two decades ago. As a “vertically integrated” company, we oversee the development of all our products from start to finish right here on-site. Everything from cutting our own sheet metal, designing PC boards, and manufacturing finished products is handled right here in Fresno. Being vertically integrated means that every product is designed,

built, tested and documented here at DPS Telecom’s Fresno headquarters and that there are more products and solutions being created each and every day!

...And who does DPS sell to?

DPS clients are Fortune 500 companies, communications giants and large and small businesses from all over the world! The one big thing that all of our clients have in common is that they maintain their own communications networks. Industries we serve include telephone companies, utilities, and railroads. A few examples of our large client base include AT&T, Verizon, PG&E, and state and federal governments.



How does a Software Developer contribute to the Team?

Here at DPS, we’ve got a talented pool of software developers. Our MIS Team creates and develops all of DPS Telecom’s internal server based business software. As a Software Developer, you’ll get the opportunity to work with every department and assist in the development of custom software to help improve efficiency by automating and streamlining existing business processes. The software you will work on varies and includes our sales contact management system (CRM), document control software, HR applicant tracking system, production planning tools and many more!

Think you’re prepared for the challenge?

A career in web design can be a fulfilling and rewarding experience, but it’s not all fun and games. A lot of people like to picture themselves as a web developer because they see it as a “trendy” job. That may be true, but remember that no employer is going to pay you sit around and “feel cool”. You must have the necessary abilities and attitudes. You’ll need to have experience with a variety of coding languages and software tools, and you must be willing to constantly expand your skill set.

If you’re going to be successful in web design (or just about any other career), you must be a team player and a constant learner.

Do you believe that you must have certain core skills and constantly improve to be successful in web development? Do you think that the goals of the team are most important? If you answered yes to each of these questions, that’s great. **Now prove it.**

Our Hiring Process

Are you interested in a position with DPS Telecom? These are the steps in our application and hiring process:

Submitting Your Resume

Visit our web site (www.dpstele.com/jobs) to view our open positions to find the right opportunity for you. When you find a position that matches your skills, submit your resume to apply for the position.

Testing (pre-screening)

Testing helps us evaluate your qualifications and potential for success at DPS Telecom. The test(s) you take will vary depending on the job you are pursuing. If initial assessments indicate you are a potential fit, you may be asked to complete additional assessments.

Interviews

Our interview process varies from position to position. Applicants may expect interviews via phone, and one-on-one with the hiring manager and the department manager. Applicants can expect to have anywhere from one to 3 meetings with department representatives.



DPS Telecom's Testing Kiosk

Reference Check

If we're considering you for a job offer, we will contact the references you provided in your application. If the information we collect is satisfactory to us, we may proceed to make an offer.

Offer

If you are selected for the position, the human resource manager will convey a formal offer. The offer package will include a comprehensive overview of the compensation package and summary of benefits.

Drug Screens

DPS Telecom is a drug free employer. If you accept the employment offer you will be scheduled for a pre-employment drug screen. All offers are contingent on negative/pass drug screen.

Please note: Applicants being hired for certain positions may also be required to complete additional compliance checks prior to the start date (ie. motor vehicle record check)

Your Pre-Screening Appointment

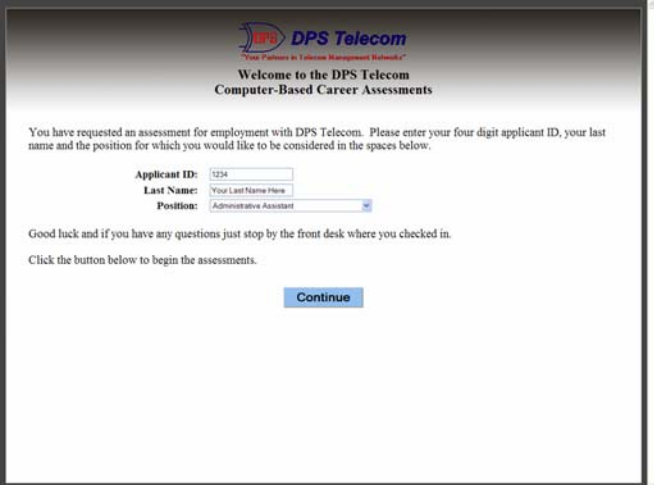
- Step 1:** **Meet the front desk staff:** The receptionist at the front desk will set you up with the pre-screening tests.
- Step 2:** **Complete 1st personality survey-** we want to get to know you as an individual. Information collected from your personality surveys are not used to make hiring decisions.
- Step 3:** **Complete Challenge 1: The DPS Product Challenge**
We'll be evaluating your ability to follow written technical instructions.
- Step 4:** **Complete the 2nd personality survey.**
- Step 5:** **Complete Challenge 2: Word Processing, Spreadsheets and Typing**
We'll be evaluating your skill levels using Microsoft Word, Microsoft Excel; and a typing test to gauge your speed.

IMPORTANT: Please note this position requires applicants complete and submit a take home test. Applicant should come into the office and complete the pre-screening and submit their take home test shortly thereafter.

Testing Kiosk- Getting Started

The front desk receptionist will provide a copy of the testing instructions with your applicant ID upon your arrival.

- You will be seated at a kiosk where you will be prompted to enter your **applicant ID and last name** (you must enter your last name exactly as you entered it on your application).
- Upon clicking continue you will be guided through the tests for the position for which you have applied.
- Please read the instructions on the screen carefully before each section and press the continue button at the bottom of each page to progress forward.
- If during testing you experience technical difficulty do not hesitate to let the front desk know.



The screenshot shows a kiosk interface for the DPS Telecom Computer-Based Career Assessments. At the top, there is the DPS Telecom logo and the text "Your Partner in Telecom Management Solutions". Below this, it says "Welcome to the DPS Telecom Computer-Based Career Assessments". The main text reads: "You have requested an assessment for employment with DPS Telecom. Please enter your four digit applicant ID, your last name and the position for which you would like to be considered in the spaces below." There are three input fields: "Applicant ID:" with the value "1234", "Last Name:" with the placeholder "Your Last Name Here", and "Position:" with a dropdown menu showing "Administrative Assistant". Below the fields, it says "Good luck and if you have any questions just stop by the front desk where you checked in." and "Click the button below to begin the assessments." At the bottom, there is a blue "Continue" button.

At Home Challenge: Create a Resume Website

Overall Instructions: You will be creating a website featuring your resume and qualifications and adding various elements and features using 4 different languages- HTML, CSS, PHP, and MySQL

1. Create a live résumé website to promote yourself to employers

- Create an account with www.awardspace.net or any other free space site.
- Upload your site on the Internet.

2. HTML

Instructions: Incorporate HTML elements into your resume website

1.) Your site must include all of the items listed below:

- Links to 3 of your favorite sites
- At least 3 images (*remember this is a resume they should not be images of yourself or family*)
- A text box that users can type in
- A set of radio buttons (only one selectable at a time)
- A table with visible borders
- One ordered (numbered) list and one unordered (bulleted) list
- 3 DIV elements

3. CSS

Instructions: Incorporate a CSS stylesheet into your résumé website from Chapter 1

Your CSS stylesheet a separate file (.css) referenced by your pages and should accomplish the following goals:

- Change the background of the page
- Change the appearance of a table border through the use of a class
- Change the background of table cells through the use of at least 2 classes
- Change the appearance of paragraph text (<p> tag) and headers (<h1>, <h2>, <h3>, etc.)

4. PHP

Instructions: Incorporate PHP into your résumé website

- Put an automatically updated time and date at the top of your pages
- Create “Night” and “Day” color schemes for your page, and have the page use the appropriate scheme for the current time (don’t worry about user time zones).
- Include a page header on every page using a PHP “include” statement
- Create a self-submitting form page that accepts the user’s first and last name in 2 text boxes.
 - On submission, your script should replace all instances of the letter “s” with the number “5”, determines the location of the first “e” (if one exists), and evaluates whether the last 3 characters of the last name are “son”.
 - The modified text should be displayed on the page after submission with the first “e” underlined and the last 3 characters in italics ONLY if they are “son”.
- Create a text box that will allow a user to input a job qualification and receive a “Yes” or “No” answer about whether **you** have that qualification.
 - You must use an array to store your list of qualifications.

5. MySQL

Instructions: Write a database query that identifies the most qualified web designer.

Use the database tables shown below. Your single database query must produce a list of all users, their first and last names in a single field, and the number of qualifications he/she has in the “web_design” qualification category. Order the list by number of “web_design” qualifications, descending.

You are advised to test your query by setting up the tables shown at right in a database of your own.

“users” Table			
User_id	first_name	last_name	dept
1426	Ron	Stover	MKT
1145	Eric	Storm	MIS
1397	Bob	Berry	ADMIN
1982	Mark	Carberry	ENG

“qualifications” Table				
qual_id	user_id	qualifications	qual_category	Comments
1	1426	graphic design	web design	Photoshop wiz
2	1397	market vision	executive	Record sales
3	1982	pcb design	engineering	NetGuardians
4	1426	html design	web design	Solid understanding
5	1145	php scripting	web design	Lead tool developer
6	1145	html design	web design	Solid understanding
7	1982	lg team mgmt	managment	Manages largest team



**“Join the Team that Protects
the World's Networks”**

Apply online at:
www.dpstele.com/jobs

Take Home Test: Final Checklist

Finished?

Check your site against the list below **before** submitting your results! **Remember you want to put your best foot forward!**

Does your site include....

HTML:

- Links to 3 of your favorite sites
- A text box that users can type into
- A set of radio buttons
- A table with visible borders
- An ordered (numbered list)
- An unordered (bulleted list)
- 3 DIV elements

CSS:

- CSS style sheet that changes the background of the page
 - o Changes the appearance of a table border through the use of a class
 - o Changes the background of table cells through the use of at least 2 classes
 - o Changes the appearance of paragraph text (<p> tag) and headers (<h1>,<h2>,<h3>, etc.)

PHP:

- An automatically updated time and date at the top of your pages
- "Night" and "Day" color schemes that change based on the current time
- A page header on every page using a PHP "include" statement
- A self-submitting form page that accepts the user's first and last name in 2 text boxes that applies the submission rules.
- A text box that will allow a user to input a job qualification and receive a "Yes" or "No" answer about whether you have that qualification

MySQL:

- A database query that satisfies the requirements in challenge 4

Submit your Results Via Email

1. Type a brief summary on your page and its various functions (include a link to your page).
2. Tell us:
 - What parts of this project did you find easy?
 - What parts of this project did you find challenging?
 - How much time did you spend on this project?
 - What were the most time consuming parts of the project?
 - Knowing what you know now, how long would a similar assignment take you to complete?
 - If you included extra features let us know. What are they? What are they supposed to do?
3. Attach a text file with your code for all 4 sections of the test (HTML, CSS, PHP, MySQL)
4. **Email to:** mcarberry@dpstele.com
Cc: resume1@dpstele.com
Subject: Web Programming Assignment Part I



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