I make things and great mistakes. I enjoy working with companies with a learning organization culture or similar approaches.

# **Employment History**

# Elixir Developer, Hawku 🗆 Elixir, AlpineJS, PostgreSQL

Jan 2022 – Apr 2023 @ Remote, USA

Activities: Working on liveview primarily. Integration with Metamask and working with Hawku

Marketplace.

### Elixir Developer, SeedEmbassy Elixir, Docker, PostgreSQL

Jan 2021 – Feb 2022 @ Remote, Brazil Activities: I do minor tasks/features.

Mistakes: A few, I'm improving my Elixir skills.

# PHP/Ruby/Elixir Developer, VentUp □ Ruby, Docker, PHP, MySQL, Redis, GraphQL

Sept 2020 – Jan 2021 @ Remote, Monterrey, Mexico

**Activities:** On a daily basis I add features for the Laravel Web Application. I created an GraphQL API backend with Rails and Svelte as its frontend. I also look for places where I can improve performance at SQL level. Lately, I'm developing a GraphQL API backend with Phoenix and Absinthe.

Mistakes: I have failed a few times to deliver some features on time.

# Ruby Developer, PerkHealth Ruby, Docker, PostgreSQL, Sidekiq

Jun 2021 – Aug 2021 @ Remote, Minnesota, USA

Activities: On a daily basis I add features to the ongoing applications.

Mistakes: Apparently none.

# Ruby Developer, Reverse Retail GmbH $\square$ Ruby, Docker, Sidekiq, Postgres

*Nov* 2019 – *Jun* 2020 @ Hamburg, Germany

**Activities:** Most of the things I did on a daily basis was fixing bugs. I did create a scrapping system. On the legacy code, I added a couple small features. Other activities were reviewing PRs and helped other developers with their issues.

Mistakes: I failed at dealing with managers or the lack of it.

# Ruby/Javascript Developer, Bytestand □ Ruby, Docker, Sidekiq, Postgres, Vue, ShopifyAPI, Mailgun API

Mar 2019 – Sept 2020 @ Remote, Charlotte, USA

**Activities:** I worked on the legacy code of one of the platforms called Bytestand. That consisted in adding a few features and fixing major bugs. I re-engineered the frontend for another platform called FreshCredit. The frontend was done with VueJS framework.

Mistakes: I failed at working with none-agile environments.

## **Ruby Developer, Cultivate Labs** ☐ **Ruby, Postgres, jQuery**

Oct 2018 - Jan 2019 @ Remote, Chicago, USA

Activities: I added a couple of features: basically the customizable forms where users can create

their own forms with as many different DOM elements among other stuff.

Mistakes: Apparently none.

# Ruby/Javascript/Rust Developer, Icalia Labs ☐ Ruby, Rust, Postgres, Docker, jQuery, React, Redux, Angular, Sidekiq, Sendgrid API, Stripe API, Twilio API, RabbitMQ

Mar 2016 - Sep 2018 @ Monterrey, Mexico

**Activities:** I worked with development teams to increase their productivity. I was in charge of PR reviews. I worked as a technical consultant for new projects. I created a few platforms with Rails, Sidekiq, Redis with third-party services such as Twilio, Sendgrid, Realstate APIs, Google APIs, and IBM Watson APIs. All this under the infrastructure of Docker (Swarm) on AWS.

**Mistakes:** I failed in delivering features on time. I failed in trying to manage too many projects. I failed in giving feedback to work collegues.

# Ruby/Javascript/iOS Developer, Eolus IDeA ☐ Ruby, Postgres, jQuery, Angular, Sidekiq, Sendgrid API, Conekta API

Feb 2014 – Feb 2016 @ Monterrey, Mexico

Activities: I created two platforms for company. My work consisted in developing the backend,

frontend and iOS native app. I also managed the deployment on AWS.

Mistakes: I failed on delivering features on time.

# Ruby/iOS Developer, Alebrije Estudios □ Ruby, Postgres, MySQL, jQuery, Angular, DelayedJob, Sendgrid API, Conekta API, iOS

May 2013 - Feb 2014 @ Monterrey, Mexico

**Activities:** I managed 4 ongoing projects. I delivered a few iOS apps with Rails backends. I also managed the new developers onboarding.

**Mistakes:** I failed how to deliver feedback in the beginning. Sometimes chaos was too much that I failed in organization the daily activities for myself and the group.

References available upon request

# luis ignacio cejudo fontes - Logical ability

Alva's logic test assesses logical ability, i.e., how efficiently one processes complex information and draws accurate conclusions from it.

### Slightly above average

69th - 84th percentile.

Your score on the logic test is 7, which is slightly above average.



Alva Labs interprets logical ability by benchmarking your score against others in the working population. A score of slightly above average indicates a person often requires less time and effort to interpret abstract information and form logical conclusions. People with similar scores often experience they can easily acquire and apply new knowledge, provided the topic is not complicated.

Keep in mind when interpreting your results that *logical ability is far from the only factor* determining job performance or career success. Personality, motivation, values, and experience are also important, and strengths in one area *may outweigh weaknesses* in another.

<sup>\*</sup> The most common standard scores are 5 and 6. The percentile ranges for these scores are wide due to the fact that they cover a large proportion of the population.

# luis ignacio cejudo fontes - Personality profile

Alva's personality test is constructed and built on the so-called 'Five Factor Personality Theory', which is considered the most valid framework and model for quantifying personality.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	10	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	7	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional	8	Innovative

### Possible strengths

Works hard to benefit the team and achieve common goals

Passionate about finding new solutions to human problems

Loves learning and excels at using knowledge creatively

### Possible challenges

Tends to have a hard time saying no and limit their workload

May seem inconsistent or lacking stability of opinion

Tends to get bored by questions that have one right answer

### Growth factors

#### **Drivers**

What are the key motivators for this person?

### Culture preferences

In what environment does this person thrive?

### **Potential roles**

Roles this person is likely to thrive in

Stimulation
Supportive
Customer Service
Sales
Relationships
Creativity
Team-oriented
Innovative

# Agreeableness

### **Very Friendly**

98th percentile and above.

A very high score indicates that one has a markedly empathetic, friendly style when interacting with others. People with very high scores routinely trust other people and their intentions, which makes collaboration easy for them. They are likely to be very warm, soft-hearted, and consensus-seeking, meaning they are very reluctant to speak 'hard truths' or enter into conflict.



Detached Friendly
Indifferent, Forthright, ScepticalSoft-hearted, Polite, Trusting

### Three aspects of agreeableness:

#### Compassion: Soft-hearted

84th - 93rd percentile.

Cares about the wellbeing of others

Often feels compassion and wants to help others

Indifferent Unaffected by other people's negative experiences. Soft-hearted
Often feels compassion.
Cares about the wellbeing of
others. Wants to care for and
help other people.

### Politeness: Very Polite

93rd - 98th percentile.

Very well-mannered and humble

Very reluctant to offend others; stays out of conflicts

#### Forthright

Questions others and has a sharp tongue. Accustomed to conflicts and arguments.

Polite
Well-mannered and humble.
Avoids to offend others and
stays out of conflicts.

### **Trust: Very Trusting**

98th percentile and above.

Very easily trusts other people

Assumes the best about others' intentions

# Sceptical

Wary of other people.



Trusting
Believes in the good intentions
and truthfulness of others.

## Conscientiousness

### Diligent

84th - 93rd percentile.

A high score indicates that one has a strong focus on achievement and responsibility. People with high scores tend to work hard to reach goals and live up to expectations, even when it means sacrificing pleasure and fun. They have high self-discipline and prefer to work in a structured way at a high tempo.



Relaxed Easy-going, Spontaneous, Unstructured Diligent Industrious, Careful, Organized

Three aspects of conscientiousness:

Goal-striving: Neither Easy-going nor Industrious 50th - 69th percentile.

About as goal-oriented as most other people

Usually gets started with work tasks fairly easily



Easy-going More inclined to lower their ambitions than to get out of their way to reach goals. Industrious
Works hard to reach their
goals, completes tasks and
gets started easily.

Carefulness: Careful 84th - 93rd percentile.

Puts preparation into decisions

Concerned about getting things right



Spontaneous Makes decisions and acts on impulse. Careful
Puts a lot of deliberation and
preparation on decisions.
Concerned about getting
things right.

Orderliness: Organized 69th - 84th percentile.

Prefers order and structure

Has an organized approach to work

Unstructured
Prefers unstructured
approaches.

Organized Likes order and structure.

### Extraversion

### Outgoing

69th - 84th percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.



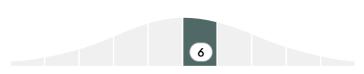
Reserved Accommodative, Solitary, Lowkey Outgoing Assertive, Sociable, Energetic

### Three aspects of extraversion:

# Assertiveness: Neither Accommodative nor Assertive 50th - 69th percentile.

Voices their opinion when needed

Sometimes takes the lead, but not routinely



Accomodative Assertive
Lets others take the lead and Takes charge and makes their keeps their opinions to opinions heard. themself.

# Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

Likes a balance between social and alone time

Sometimes quite outgoing, but can also be more quiet



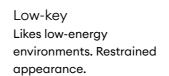
Solitary Likes to be alone. Quiet and socially withdrawn. Sociable
Likes to be among other
people. Socially outgoing.

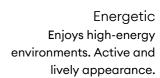
#### **Energy Level: Very Energetic**

93rd - 98th percentile.

Very high energy level and lively appearance

Strong need for activity and a high pace of life





# **Emotional Stability**

### Resilient

69th - 84th percentile.

A high score indicates that one has an even temper and a tendency to remain calm and stable. People with high scores tend to be relatively unshaken by what is happening around them, hence remaining effective even under pressure. They are resilient and optimistic in the face of setbacks and handle stress and worry well.



Sensitive Heavy Hearted, Hot-tempered, Concerned Resilient Carefree, Even-tempered, Composed

### Three aspects of emotional stability:

### **Optimism: Carefree**

69th - 84th percentile.

Gets past setbacks easily

Optimistic in most situations



Heavy hearted
Gets discouraged when
experiencing setbacks.
Inclined to negative emotions.

Carefree Gets past setbacks easily and stays optimistic.

# Stability: Neither Hot-tempered nor Even-tempered 50th - 69th percentile.

Has a fairly even temper when not under pressure

May get annoyed or upset at times but not too often



Even-tempered Has an even temper. Rarely gets annoyed or upset.

#### Stress tolerance: Composed

84th - 93rd percentile.

Rarely experiences worry

Usually remains calm even under high pressure



Concerned
Worries about things that
have happened or might
happen in the future.

intensively. Gets angry when

provoked.



Composed Relaxed. Rarely experiences feelings of worry or stress.

## Openness to Experience

#### **Innovative**

84th - 93rd percentile.

A high score indicates that one is interested in new impressions and experiences. People with high scores tend to be intellectual, learning-oriented, and motivated to solve abstract problems. They are also open to change and like to find new, creative solutions to challenges.



Conventional
Down-to-earth, Concrete,
Conservative

Innovative
Curious, Artistic, Change
oriented

### Three aspects of openness to experience:

#### **Curiosity: Curious**

69th - 84th percentile.

Intellectual and curious mind

Enjoys theoretical problems

# 7

Down-to-earth Uninterested in abstract, philosophical discussions.

Perceives the world without

beautifying or fantasizing it.

Curious Enjoys intellectual challenges and theoretical discussions.

# Aesthetic orientation: Neither Concrete nor Artistic 50th - 69th percentile.

Shows some interest in art and beauty

Has some imagination but does not always use it



Artistic
Appreciates beauty, in
everyday life as well as in art,
music poetry or literature.

# Change orientation: Very Change oriented 93rd - 98th percentile.

Has a very strong need for variation

Loves to try new things and change settings

Conservative
Appreciates familiar
environments and settings.
Likes to follow established
methods.

Change oriented
Has a strong need for
variation. Likes to try new
things and change settings.

