



Software developer job hunting tips

Tips and tricks from my experience and the internet

Iraklis Psaroudakis, 12/02/26, DevStaff.gr talk

About



Iraklis Psaroudakis is working remotely from Greece as a Principal Software Engineer at Elastic, focusing on the distributed scalability of Elasticsearch.

} Industry 4y

Previously, he was a Principal Member of Technical Staff at Oracle Labs in Zürich, Switzerland, concentrating on parallel and distributed programming, and graph-based analytical & machine learning workloads, especially in financial crime & compliance applications.

} R&D 6y

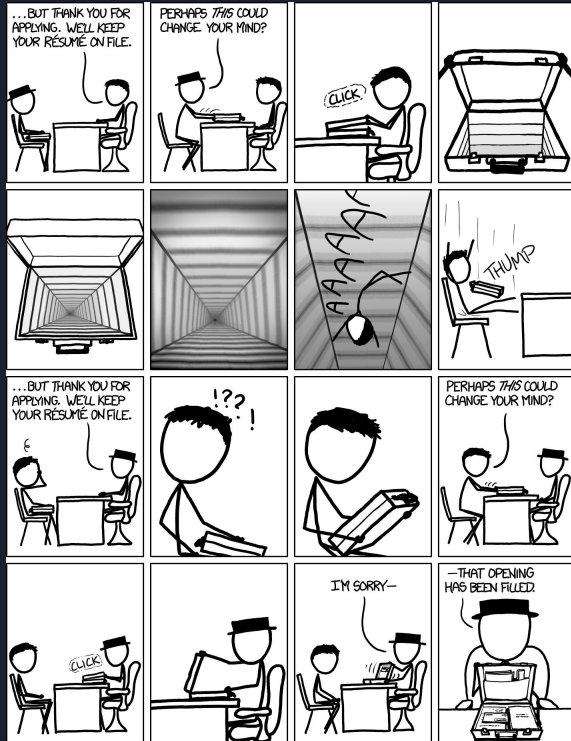
Prior to Oracle, he completed his Ph.D. at the DIAS lab of EPFL in Lausanne, focusing on scaling up highly concurrent analytical database workloads on multi-socket multi-core servers through (a) sharing data and work across concurrent queries, and (b) adaptive NUMA-aware data placement and task scheduling. During his Ph.D., he cooperated with the SAP HANA database team.

} Academia 6y

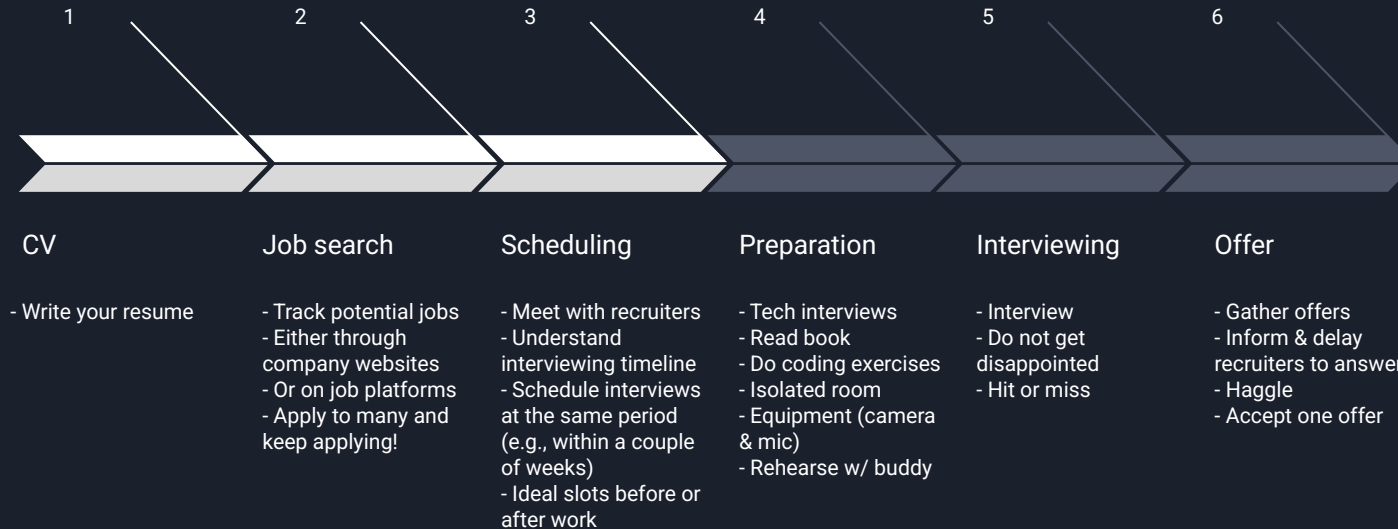
Before his Ph.D., he completed his studies in Electrical & Computer Engineering at NTUA in Athens.

} School 5y

Job hunting



Timeline

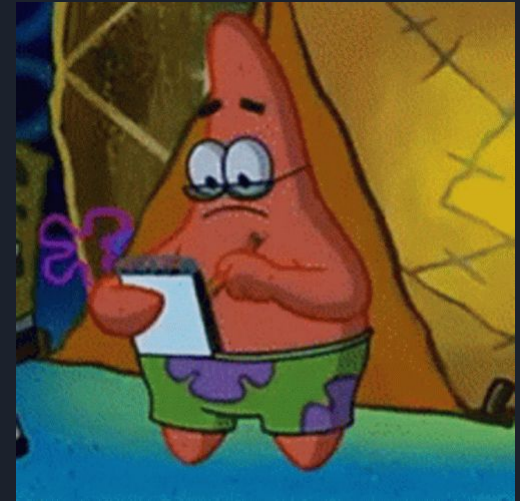


Failures:
- Retry after 1y

Success:
- Background check
- Relocate
- Start working

Building your Curriculum Vitae (CV) / résumé

- Your own .pdf, or use template/builder (e.g., [Europass](#)).
- Objective paragraph: e.g., backend, IC or manager, etc.
- Use a professional email address.
- List work experience in reverse. With dates and duration.
- Afterwards, list education (unless you're in academia).
- Mention outcomes. Tailor bullet points and bold text.
 - Actions ("led", "increased", etc. by 50% or 3x in 2y)
- Use simple fonts & structure for potential automatic scans.
- Spell out acronyms.
- Highlight awards or achievements.
- Include both tech (hard) skills and workplace (soft) skills.
- Translate tech language to plain language.
 - Recruiters / hiring managers will ultimately read it.



My example

Contact

Objective

Be ready to justify gaps

GPA optional

Skills be level of experience

Open source

Optional. Citizenship/Visa important for jurisdictions

Punchlines or bullet points

2 pages max

Published work

IRAKLIS PSAROUDAKIS, PH.D.

Postal address: Iraklio, Greece
Phone: (mobile)
Web: <http://www.kinabots.com>, <https://github.com/kinabots>
Email: kinabots@gmail.com

Birth date:
Citizenship:
Military obligations:
Marital status:
Greek Completed Single



I am a technology enthusiast with a firm theoretical background and practical skills in software and web development. Interested in leading solutions for challenging topics in full stack system engineering, with a backend and analytics focus.

Work experience

06/2022 – now **Principal Software Engineer** – Elastic, Greece (remote)
Focusing on the distributed data storage, network, and indexing layer of the Elasticsearch.
01/2017 – 05/2022 **Senior Member of Technical Staff** (since Aug. 2018) – Oracle Labs, Zürich, Switzerland
Senior Member of Technical Staff (until Jul. 2018)
• In the Parallel Graph AnalytiX (PGX) team. Distributed programming & OS/runtime.
• Liaison for the Oracle Financial Services Crime & Compliance Studio product team, leading the integration of PGX, Oracle Labs Data Studio, and innovative machine learning solutions.
08/2012 – 12/2012 **Software developer** (Internship) – SAP S.E., Walldorf, Germany.
C++ developer for the thread and task scheduling framework of the SAP HANA database.
11/2010 – 08/2011 **Computer programmer and analyst** (Private; not a regular job) – Greek army, Greece.
Completed my national military obligations as a private in the body of information technology.
01/2009 – 06/2010 **Software and web developer** (Under student fellowship; not a regular job) – Institute for the Management of Information Systems (IMIS), Athens, Greece.

Education

09/2011 – 12/2016 **École Polytechnique Fédérale de Lausanne (EPFL)**, Lausanne, Switzerland.
Ph.D. Computer & Communication Sciences, Data-Intensive Applications (DIAS) lab. In co-op with the SAP HANA database team (Walldorf, Germany) during 01/2013–09/2016. Thesis: “Scaling Up Concurrent Analytical Workloads on Multi-Core Servers”, supervised by Prof. Anastasia Ailamaki. Research areas:
• Sharing data and work across concurrent queries, to further improve performance by up to 2x.
• Adaptive NUMA-aware data and task placement, to speed main-memory column-stores by up to 4x.
National Technical University of Athens (NTUA), School of Electrical & Computer Engineering, Athens, Greece. **5-Year Diploma** (MSc equivalent). Major: computer science (information systems).
• GPA: **8.70/10.00**. Ranking: inside **10%** of the class. GPA of courses in major: **9.16/10.00**
• Core modules: algorithms, web & software engineering, databases, AI, microprocessors, electronics.
• Thesis “Application of Object Relational Mapping on the environment for the management of webpages of courses of NTUA”, supervised by Prof. Timos Sellis, while interning at IMIS.
06/2005 **Private Senior School Pagkratio Ekpaideutrio**, Heraklion, Greece. General degree 19.6/20.00.

Programming & IT skills

Excellent
• Java for backend/services, web, and desktop development. Gradle.
• C++, gdb. Performance analysis with perf, Intel VTune Amplifier and PCM.
• DevOps & CI/CD: Jenkins, Docker, Kubernetes.
• Code & team management: BitBucket, git, Atlassian Confluence & Jira.
• SQL, DBMS: Microsoft SQL Server, MySQL, PostgreSQL, Oracle, SAP HANA.
• Web development: HTML, CSS, JavaScript.
• Linux, bash, vim, IntelliJ IDEA, Eclipse, Visual Studio, Elasticsearch.
Good
• Cloud (AWS, GCP, Azure, OCI). Big Data (Hadoop, Hive, Spark).
• Machine Learning concepts and tools. Applications & integration. Python.
• LAMP (Linux, Apache, MySQL, PHP) for web development. AJAX, jQuery.
• C#, .NET Framework, ASP.NET. MCTS certification: click [here](#) to validate (enter #57732 and MCPPrv0vn).

Selected public code contributions

Elasticsearch PR, 2023 “Unpromotables skip replication and peer recovery” #93210. Shards in the search tier of Stateless skip normal recovery & replication so they ultimately sync from the indexing tier through the object store.
Elasticsearch PR, 2023 “New TransportBroadcastUnpromotableAction action” #93600. Infrastructure to effortlessly send actions to the search shards in Stateless, e.g., for refreshing indices.
Elasticsearch PR, 2022 “Introduce max_headroom for disk watermark stages” #88639. Mitigates the issue with very large disk having a lot of unused space due to ratio-based watermarks, by introducing absolute-based headrooms.

Selected publications and conferences

Devovx **I. Psaroudakis**, “Finding needles in ever increasing haystacks - Scalability with Elasticsearch”. Public presentation around what makes Elasticsearch distributed, scalable, efficient and resilient.
USENIX ATC, 2021 V. Trigonakis, JP Lozi, T. Faltin, N. Roh, I. **Psaroudakis**, A. Delamare, V. Haprian, C. Iorgulescu, P. Koupy, J. Lee, et al. “aDFS: An Almost Depth-First-Search Distributed Graph-Querying System”.
OPODIS, 2020 S. Firmi, V. Trigonakis, JP Lozi, I. **Psaroudakis**, A. Weld, D. Chiadmi, S. Hong, H. Chafi. “CSR++: A Fast, Scalable, Update-Friendly Graph Data Structure”.
EuroSys, 2018 **I. Psaroudakis**, S. Kaestle, M. Grimmer, D. Goodman, J.-P. Lozi, T. Harris. “Analytics with smart arrays: adaptive and efficient language-independent data”. (YouTube)
Book, 2017 A. Ailamaki, E. Liarou, P. Tözün, D. Porobic, I. **Psaroudakis**. “Databases on Modern Hardware: How to Stop Underutilization and Love Multicores”. Book published by Morgan & Claypool.
VLDB, 2017 **I. Psaroudakis**, T. Scheuer, N. May, A. Sellami, A. Ailamaki. “Adaptive NUMA-aware data placement and task scheduling for analytical workloads in main-memory column-stores”.
TPCTC, 2014 **I. Psaroudakis**, F. Wolf, N. May, T. Neumann, A. Böhm, A. Ailamaki, K.-U. Sattler. “Scaling up Mixed Workloads: a Battle of Data Freshness, Flexibility, and Scheduling”.
DaMoN, 2014 **I. Psaroudakis**, T. Kissinger, D. Porobic, T. Ilse, E. Liarou, P. Tözün, A. Ailamaki, W. Lehner. “Dynamic Fine-Grained Scheduling for Energy-Efficient Main-Memory Queries”.
ADMS, 2013 **I. Psaroudakis**, T. Scheuer, N. May and A. Ailamaki. “Task Scheduling for Highly Concurrent Analytical and Transactional Main-Memory Workloads”.
VLDB, 2013 **I. Psaroudakis**, M. Athanassoulis, and A. Ailamaki. “Sharing Data and Work Across Concurrent Analytical Queries”.
PC member SIGMOD 2021 & 2024 (industrial track), SIGMOD 2019 (research track), IEEE TPDs 2019

Selected patents

Assignee: Oracle
2023. **I. Psaroudakis**, G. Carocari, A. Ziani, M. Cepek. Address matching from single string to address matching score. US Patent Application 17733011.
2023. M. Cepek, **I. Psaroudakis**, N. Benz. “Exploiting Graph Structure to Improve Results of Entity Resolution”. U.S. Patent Application 20230004977.
2021. A. Mumcuyan, **I. Psaroudakis**, M. Cepek, R. Patra. “Name matching engine boosted by machine learning”. U.S. Patent Application 16989306.
2020. **I. Psaroudakis**, S. Kaestle, DJ Goodman, J. Lozi, M. Grimmer, TL Harris. “Language interoperable runtime adaptable data collections”. U.S. Patent 10,803,087.
Assignee: SAP SE
2022. T. Scheuer, **I. Psaroudakis**, A. Sellami, N. May, A. Ailamaki. “Adaptive table placement in NUMA architectures”. U.S. Patent 11,275,721.
2020. A. Ailamaki, T. Scheuer, **I. Psaroudakis**, N. May. “Task scheduling for highly concurrent analytical and transaction workloads”. U.S. Patent 10,545,789.

Awards and distinctions

2019 1st team award at UK’s Financial Conduct Authority’s 2019 AML & Financial Crime TechSprint
2015 Ranked 2nd place in the ACM SIGMOD programming contest
2011 Fellowship award – awarded by the EPFL IC Doctoral School to outstanding first year PhD students.
2010 Onassis Foundation Scholarship Recipient to attend the Onassis Science Lecture Series 2010
2007 Imagine Cup (global student competition by Microsoft) – IT Challenge, Ranked 1st

Memberships

2023 – now Devstaff.gr and Socrates-crete.org local communities – Organization team member
2014 – 2020 ACM (Association for Computing Machinery) member
2010 – now Member of the Technical Chamber of Greece (TEE)
2007 – 2011 Microsoft Student Partner in Greece. Active participation with presentations, videos and training. For my presentations, please visit my personal website. Awarded with MSDN University Education

Personal skills

Languages
• **English** – Fluent (Proficiency by Cambridge).
• **French** – Very good (DEL F 2nd Degré – A5/6).
• **German** – Conversational (Goethe B1).
• **Greek** – Native speaker.
Competences
• **Planning**: Expertise in prioritization, budgeting, incident handling, and CAPA processes.
• **Social**: Frequent cooperation with teammates for the successful completion of projects.
• **Problem-Solving**: Worked on multiple projects which required extensive analysis and research.
• **Ability to multitask**: Worked in more than one project at the same time with success.

Any recognitions

Extracurricular stuff

Personal & soft skills

Optional: website

Free hosting (e.g.,
GitHub pages)

Shows effort
and skill

Social media,
esp. LinkedIn

kingherc.com Blog of Iraklis Psaroudakis About Privacy policy

Iraklis Psaroudakis
I am Iraklis Psaroudakis, a.k.a. "kingherc" on the internet. I work remotely as a Principal Software Engineer at Elastic. I completed my Ph.D. in Computer Science, at the DIAS lab of EPFL. This is my personal website that serves as my blog and a way to express myself.

About me, contact, and CV
RSS feed
View my LinkedIn profile
View my GitHub profile
View citations on Google Scholar
View my Facebook profile
View my Instagram profile
View my Twitter profile
View my videos on Vimeo

Recent posts

[Elasticsearch presentation at Devoxx Greece 2023](#)
June 10, 2023
In May 2023 the first ever Devoxx Greece took place over 3 days, with 60+ speakers, 70+ sessions and 1000+ attendees, in the Athens Megaron International Con...

[Welcome to my new website!](#)
November 26, 2022
Welcome to my new personal website! This website will serve as my blog, an area to express myself and as a point of contact. You can find more about me, my w...

[New book "Databases on Modern Hardware: How to Stop Underutilization and Love Multicores"](#)
December 29, 2017
I am extremely happy that this year, me, and a few colleagues back from the DIAS lab of EPFL, published a new book pertaining to designing databases that can...

[The end of a multi-year journey](#)
December 4, 2016
Well, I finally did it and got my Ph.D. degree, I am extremely happy!

[Second place in the ACM SIGMOD 2015 programming contest](#)
August 3, 2015
Last spring was a really exciting period! Me (EPFL), and two more PhD students from the SAP HANA Database Campus team, Ismail Oukid (TU Dresden) and Ingo Mül...

Previous 1 2 3 ... 8 Next

Blog posts show
tech knowledge

About

Who am I



My name is Iraklis Psaroudakis and I'm also known as "kingherc" on the internet. It's a funny nickname I picked on as a kid for video games, and haven't changed it since! This is my personal website. It serves as my blog and a way to express myself. I hail from Greece. If you would like to know my formal background, here it follows.

Quick
background

Iraklis Psaroudakis is working remotely from Greece as a Principal Software Engineer at [Elastic](#), focusing on the distributed scalability of [Elasticsearch](#). Previously, he was a Principal Member of Technical Staff at [Oracle Labs](#) in Zürich, Switzerland, concentrating on parallel and distributed programming, and graph-based analytical & machine learning workloads, especially in financial crime & compliance applications. Prior to Oracle, he completed his Ph.D. at the [DIAS](#) lab of [EPFL](#) in Lausanne, focusing on scaling up highly concurrent analytical database workloads on multi-socket multi-core servers through (a) sharing data and work across concurrent queries, and (b) adaptive NUMA-aware data placement and task scheduling. During his Ph.D., he cooperated with the [SAP HANA](#) database team. Before his Ph.D., he completed his studies in Electrical & Computer Engineering at [NTUA](#) in Athens.

Contact me

You can contact me by writing an e-mail to the following address:
kingherc@gmail.com

Information & CV

- [Résumé/CV \(pdf\)](#)

Another way to find
(redacted) CV

Job searching & applications

- Decide your requirements
 - Industry vs academia, role, level, salary expectations
- Where to search
 - Companies' job websites
 - Platforms (e.g., LinkedIn, kariera.gr, DevStaff, etc.)
 - Best: referrals by colleagues
- Eligibility
 - Whether you can work at the jurisdiction
 - E.g., relocating to USA may require long visa processes
 - See job opening requirements, but not too strictly
- If in doubt, apply!
 - They'll ignore/reject if you're not a fit either way
 - Some consider using AI to apply to many jobs
- Cover letter ideal but optional
- Or, adapt CV (e.g., objective paragraph)
- In some cases, salary ranges & perks disclosed

The screenshot shows the Elasticsearch job application page. At the top, there's a navigation bar with links to Products, Solutions, Why Elastic?, Resources, Pricing, Docs, Search, Start free trial, and Contact sales. The main heading is "Engineering Openings". Below this, there's a search bar with the text "Search careers by role, location, or keyword" and filters for "FILTER BY TEAM" and "FILTER BY LOCATION". The results show "Engineering Jobs (63 results)". The first job listing is "AI Research Scientist" with distributed locations: Spain, Germany, Greece, Israel, Portugal, and 2 more locations. The second job listing is "AppEx - Execution and Connectors - Backend Engineer (Node.js)" with distributed locations: Spain, Greece, Hungary, Israel, Norway, and 4 more locations. The third job listing is "AppEx - Response Ops - Principal Backend Engineer (Node.js)" with distributed locations: United States. Below the job listings, there's a section for "Elasticsearch - Principal Software Developer I - Distributed Systems" with distributed locations: Canada, Greece, Hungary, Ireland, Norway, Poland, Portugal, Romania, Spain, and Sweden. There's an "Apply Now" button. The page also includes sections for "What is The Role:", "What You Will Be Doing:", "What You Bring:", "Bonus Points:", and "Additional Information - We Take Care of Our People:", each followed by a description of the role and company benefits. At the bottom, there's another "Apply Now" button.

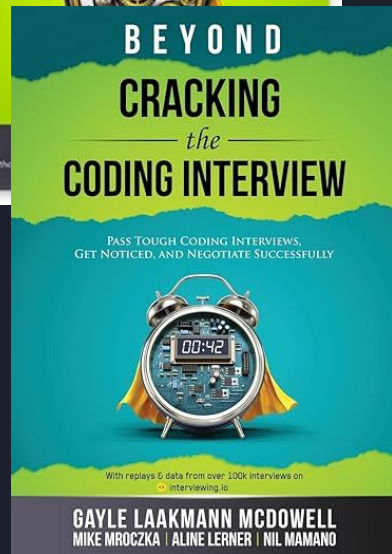
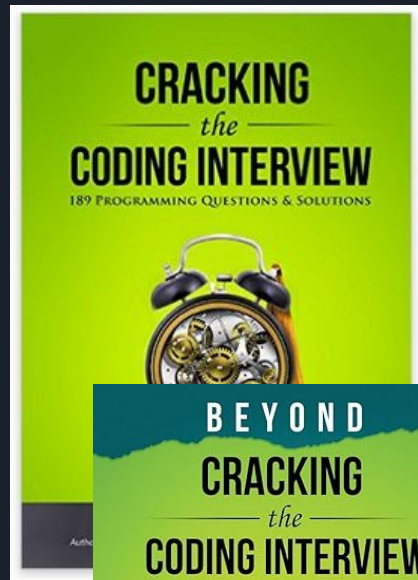
Scheduling

- Meet with recruiters.
 - Learn about the company, do you like it?
 - Inform your recruiter about other interviews, offers, deadlines
- Understand interviewing requirements (e.g., phases, time between phases), e.g.,:
 - 1 online puzzle coding
 - 1 coding
 - 1 personal/behavioral
 - 1 with hiring manager
- Schedule interviews at the same period
 - E.g., within a couple of weeks
 - Considering travelling if necessary
- Calendar & spreadsheets are your friends!
- Reschedule if possible but say it beforehand



Preparation

- Prepare isolated room, camera, mic, IDE for (live) coding
- Book: “Cracking the coding interview” (my personal opinion)
 - Revision of basic programming skills, data structures, time and space complexity, etc.
 - Do a few coding exercises from each section. Also leetcode.com.
 - Design questions (e.g., trade-offs of different data structures)
 - Behavioral questions (e.g., most difficult/rewarding experience, conflicts, teamwork, etc.)
 - Gets you into the interviews mentality
- Above is based on backend experience, adapt for other domains (front-end, test, etc.).
- Vibe coding (with AI) may be acceptable in some cases
 - Still, you must be able to explain the code and modify it
- Rehearse with a colleague on the whiteboard
- Be vocal, explain, and engage with the interviewer



Coding interviewing tips

- Discuss problem, assumptions and clarify details
- Start with a small example, and a naïve solution
- Discuss on improving the naïve solution (time, memory etc.)
- Agree on design/algorithm and starting coding
 - Discuss: which parts to code? Pseudocode or real code?
 - Discuss: corner cases, errors, misuse, scalability, etc.
- Code (on the whiteboard, or in a collaborative environment)
 - Discuss what you're doing aloud!
- Manual test/debugging with the small example or others
- Discuss if more optimizations are needed
 - If you think of any (spend a bit of time, but not too much)
- Keep the interaction alive
 - Let the interviewer lead you
 - Don't give up if you cannot find a solution!



Other type of questions

- Design questions (without coding)
 - Ask clarification questions and what exactly they want
 - Design on the whiteboard (components, categorize etc.)
 - Think about different data structures and trade-offs
- Behavioral questions
 - “Tell me about the time when...”
 - Gauge leadership ability & cultural fit
 - Take a minute to think, be honest, don’t ramble
 - Take a look at Amazon’s STAR system ([link](#))
 - Situation, Task, Action, Result
 - Think beforehand for examples of difficult situations, how you navigated them, and resolved conflicts/mistakes



Ask questions

- Talk about your work and ask about theirs
- Show interest in company, products, strategy, vision
 - What are the technical challenges and next steps?
- Ask about the place, the work- and life-style
 - How many people are there in the team?
 - Describe to me your usual work day...
 - Are there team-building events?
- Interaction with other teams in the company
- How easy is it to change teams in the company?
- If visa fails, do you have backup solutions?



Offer

- Offers typically consist of:
 - Base salary
 - Stock options or RSU
 - And: sign-off bonus, relocation, pension & health perks, PTO
- Prepare to discuss, compare, and negotiate!
 - Having other offers is great.
 - Search compensation beforehand, e.g., on Glassdoor, levels.fyi, surveys (e.g., [this](#) or [this](#)), or with colleagues.
 - Consider position level and location differences.
 - Start time may be flexible (up to 1y ahead).
 - At least 1 round of adjustments are expected.
- Do not be afraid to negotiate
 - They want you to be happy and not leave.





Conclusion

- Job hunting requires preparation and time
 - Build a good CV
 - Schedule interviews around the same time period
 - Try to interview to learn the process, even if you do not intend to change jobs.
- Prepare for live coding
 - Read books, code example, and rehearse with a friend
- Be honest! Ask questions.
- Negotiate offers!
- Make the most of every conversation and get to know people

Thank you!

Questions? www.kingherc.com