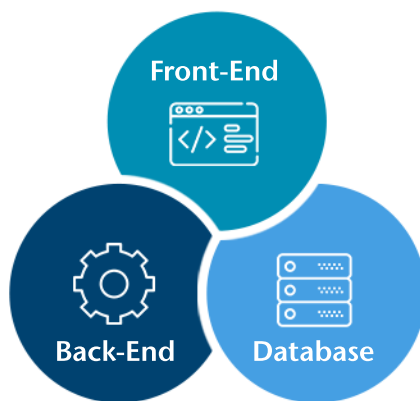# Full Stack Development (FSD)

What is FSD?

Full Stack Development (FSD) Is the process of developing an end to end computing system from Front end (client) to Back end (server) technology and the software code connecting the two.

Front-End

Back-End

Database

FSD vs Conventional Development

A Full Stack Developer can typically design, develop and maintain various application aspects such as **Front end, Back end, Database**, etc. whereas a **conventional developer** will generally specialize in one of these key tracks.
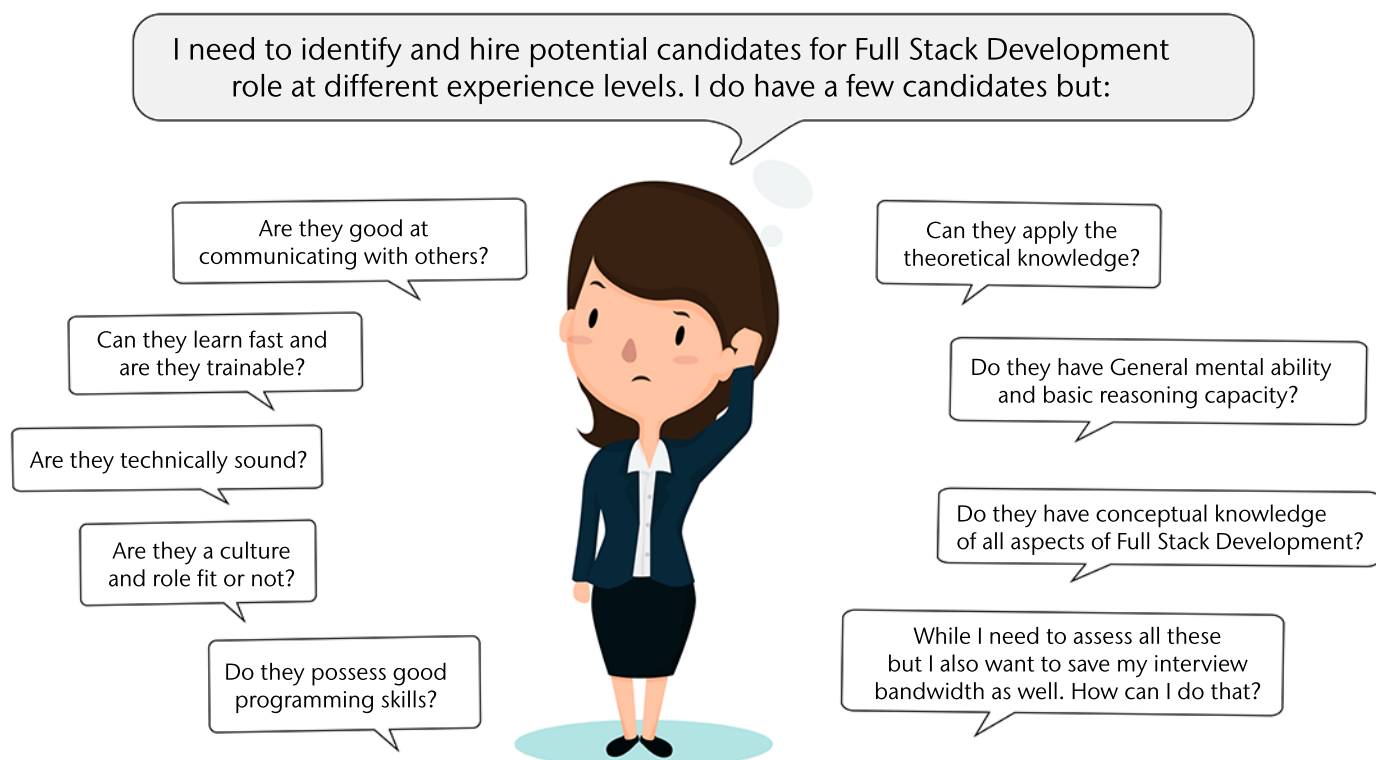
Full Stack Developers with diverse skills have the ability to build a complete application from an end to end perspective with no discontinuation in the process, thus, the industry is observing a prominent trend shift towards hiring the finest Full Stack Developers instead of hiring multiple conventional developers to do the same job.

JS   My SQL

CSS   Python

HTML   Java

Full Stack Developer

SQL   CSS   HTML   Js   Java

Conventional Developers

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How to Identify Talent – Requirements

I need to identify and hire potential candidates for Full Stack Development role at different experience levels. I do have a few candidates but:

Are they good at communicating with others?

Can they learn fast and are they trainable?

Are they technically sound?

Are they a culture and role fit or not?

Do they possess good programming skills?

Can they apply the theoretical knowledge?

Do they have General mental ability and basic reasoning capacity?

Do they have conceptual knowledge of all aspects of Full Stack Development?

While I need to assess all these but I also want to save my interview bandwidth as well. How can I do that?

Mapping Requirements to Assessments
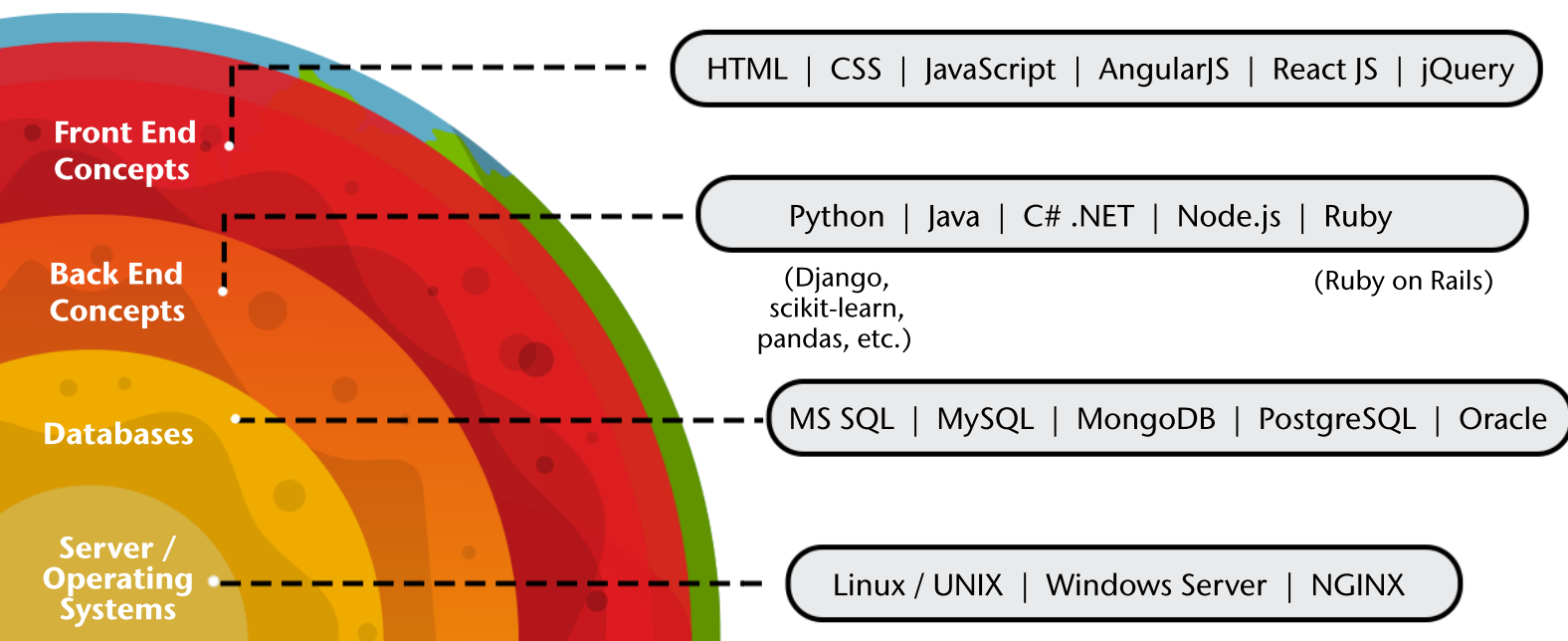
	Requirements	Abilities/Knowledge Areas	Assessment Name	🕐
	General mental ability and reasoning capacity Should possess learning and training agility	• Analytical Ability • Quantitative Ability	**Cognitive Ability** **(15-20 items)**	15-20 Minutes
	• Theoretical/conceptual knowledge related to subject or domain • Ability to apply the knowledge to solve problems	• Front End Concepts • Back End Concepts • Databases • Server / Operating • System Concepts	**Functional Skills** **(20 – 30 items)**	20-30 Minutes
	Should possess coding/ programming ability to write code that are logically correct, complete and algorithmically efficient	• Coding problems at various difficulty levels (L1 to L4) • 30+ supported languages	**Coding Simulation** **(2 items)**	20-30 Minutes
	Should be proficient in English language for effective comprehension and communication	• Reading Comprehension • WET (Written English Test)	**Communication Skills*** **(10 -15 items, 1 simulation based)**	15-25 Minutes
	Should possess certain behavioral aspects and preferences that are critical for successful performance in the role	• Result & Goal Orientation • Systematic Approach • Readiness to Learn • Flexibility, etc.	**Work-Related Behavior*** **(Varies with Tool)**	15-20 Minutes

*Optional Module

Functional Skills – Technology Stack Options

| Front End Concepts | ---- | HTML | CSS | JavaScript | AngularJS | React JS | jQuery |

Front End Concepts

HTML | CSS | JavaScript | AngularJS | React JS | jQuery

Back End Concepts

Python | Java | C# .NET | Node.js | Ruby

(Django, scikit-learn, pandas, etc.)   (Ruby on Rails)

Databases

MS SQL | MySQL | MongoDB | PostgreSQL | Oracle

Server / Operating Systems

Linux / UNIX | Windows Server | NGINX

Choose 1 or 2 topics from each of the layer

Assessment Solution *(Role–Wise Evaluation Framework)*

The relevance / importance of each evaluation method differs across the typical roles and their corresponding experience brackets – the table below indicates the recommended criticality

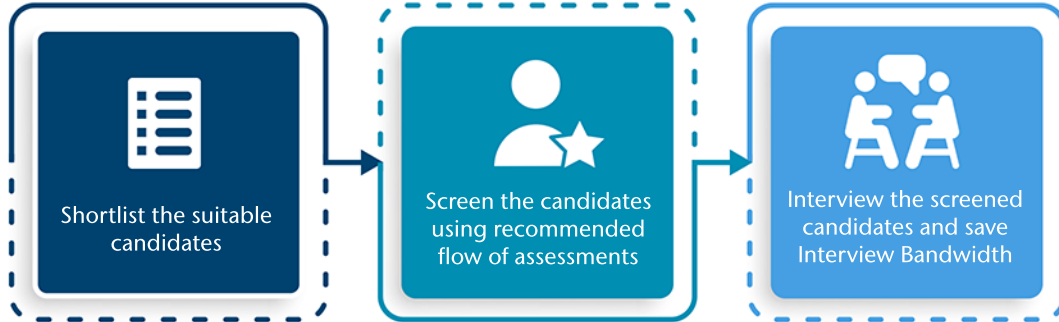| Role	Cognitive Ability	Functional Knowledge	Coding Skills	Communication Skills	Work-Related Behaviour
Full Stack Developer – Freshers (No prior exp. required)	High	High	High	Low	Low
Full Stack Developer – Entry Level (1 – 3 years exp.)	High	High	High	Moderate	Moderate
Full Stack Developer – Laterals (3 – 5 years exp.)	High	High	High	High	High

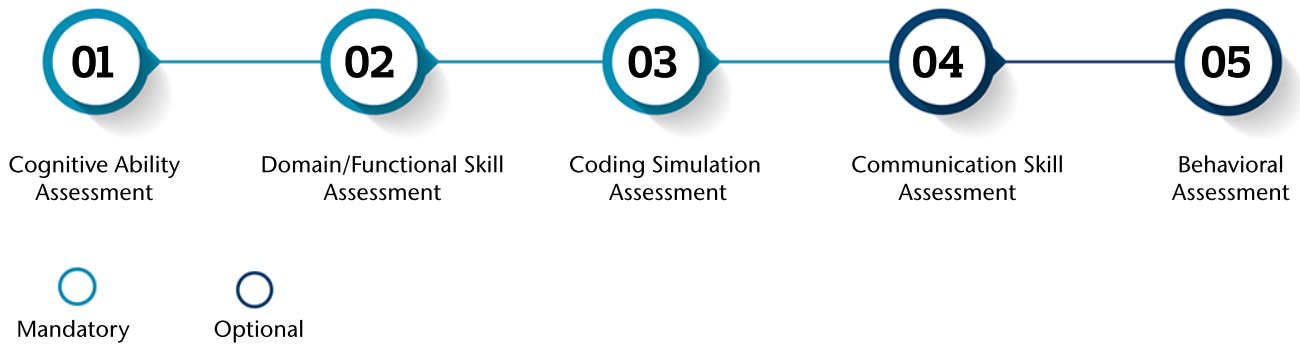**Relevance/Criticality**   ● Low   ● Moderate   ● High

With increasing internal team and client communications increases thus Communication Skills and Work-Related Behavioral assessment becomes highly relevant. Also, with increasing experience the application/product-oriented knowledge increases as well, hence the complexity of the assessment increases

Assessment Flow

For any role, a holistic approach to candidate evaluation ensures information is captured on all skills / abilities / competencies for better decision making. The following is the recommended flow to assess and hire best fit candidates for the role, though this can be configured/ customized as per client's requirements.

```
┌─────────────────┐      ┌─────────────────┐      ┌─────────────────┐
│  Shortlist the  │  →   │ Screen the      │  →   │ Interview the   │
│  suitable       │      │ candidates      │      │ screened        │
│  candidates     │      │ using recommended│     │ candidates and  │
│                 │      │ flow of         │      │ save            │
│                 │      │ assessments     │      │ Interview       │
│                 │      │                 │      │ Bandwidth       │
└─────────────────┘      └─────────────────┘      └─────────────────┘
```

Recommended Flow of Assessments

01	02	03	04	05
Cognitive Ability Assessment	Domain/Functional Skill Assessment	Coding Simulation Assessment	Communication Skill Assessment	Behavioral Assessment

○ Mandatory   ○ Optional

About Assessment Solutions

Aon's Assessment Solutions includes the cut-e and CoCubes brands and operates as part of Aon's global Human Capital solutions, helping clients achieve sustainable growth by driving business performance through people performance. Aon's Assessment Solutions group undertakes 30 million assessments each year in 90 countries and 40 languages.

30M+
assessments carried out each year

500+
colleagues with assessment expertise

40+
available languages

About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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