

Lessons Learned The Hard Way: Data Science Interviews

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Senior Analyst, Product Data Science - Salesforce

Salesforce > R&D > Product Data Science > Business Analytics & Strategy



First...the data



63 Unique Companies

40 Companies Processed

10 Interviews in Progress



"Finding a Data Scientist is hard, hiring one is harder."

Robin Glinton

"If I wanted a XYZ data scientist, I'd go grab one off the street...but I don't, I need someone like you."

Hernan Asorey

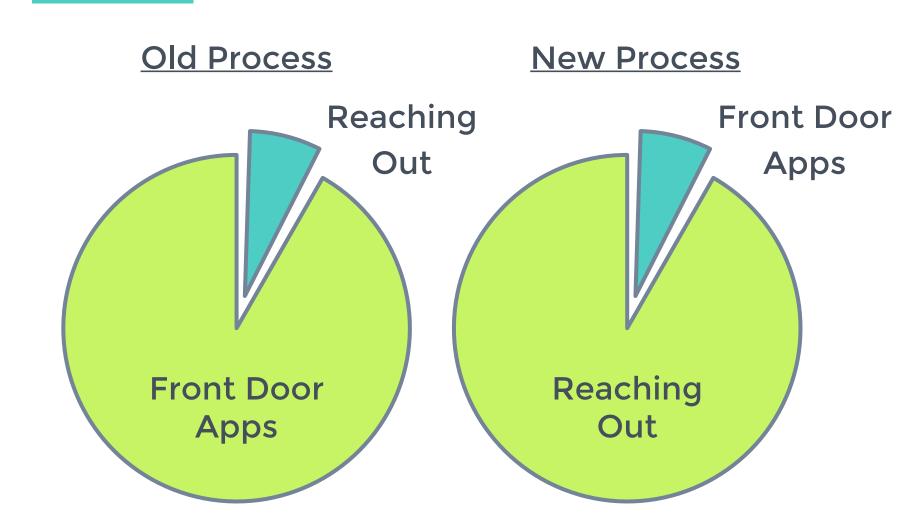
Take Aways

Organize and follow up

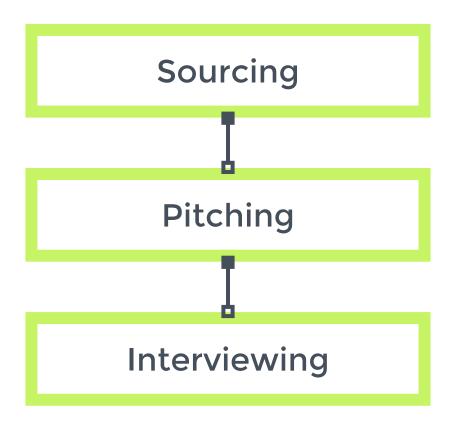
Make everyone's job easier

Hard creative energy

Lessons Learned



The Process



Sourcing

Where do I find companies to apply? How do I stay organized?

Sourcing

- Personal Big List
- VCs
- Alternative Data Science Industries
- Staffing
- Hacker News
 - Who's Hiring? August, 2015 51 DS Jobs
- DataTau

Goal: Huge list > Pluck and Prune



Organize and Follow Up!

You're an in-demand data scientist...keep your cool and stay organized.

Company List

	Α	В	С	D	E
1	Company	Rating	Notes 💌	<u>URL</u>	Job Posting
2	23andme	4	Genetics, awesc	https://www.23ar	ndme.com/
3	academia.edu				
4	Accuvit				
5	addepar				
6	adobe				
7	Affirm				
8	airbnb				
9	amazon				
10	anyperk				
11	bitly				
12	box				

Email/Interview Tracker

	Α	В	С	D	E	ı	F G	Н	I J	K	L	M	N	OP Q	R
1	Emails Sent				Summary			Pipeline			,				
2	Contacted	Name 🕒	Position 🖃	Last Contact Dat	Status	-	Emails Out	105	Company	Status	1st	2nd	3rd	Recruiter	Technical
3	a16z	Jane Doe	Talent lead	7/13/2015	In Progress		Recruiter	31	Uber	Rejected	Employe	Take ho	Reject	ed x	X
4	Accuvit	Jane Doe	Data Scientist		-	T	Technical/Team	13	Uber	Rejected	Got intro	Phone to	Possib	le x	X
5	Airbnb	Jane Doe	Head of data so	7/13/2015	Rejected		Take Home	5	Lyft	Rejected	Sent pro	phone s	creen	X	
6	Airbnb	Jane Doe	Data Scientist	7/13/2015	Rejected		Hiring Manager	6	Shyp	Rejected	Employe	phone s	Reject	ed x	
7	Airbnb	Jane Doe	Data Scientists	- Zipfian	Rejected		On site	3	InVenture	In Progres	Contacte	Phone S	creen,	oa: x	X
8	AnyPerk	Jane Doe	Recruiter	7/21/2015	Rejected		Offer	1	Salesforc	In Progres	Hiring da	Phone in	Phone	Re x	X
9	AnyPerk	Jane Doe	Recruiter	7/21/2015	Rejected				3scan	Rejected	hiring da	Onsite -	Cancel	ed x	
10	Bitly	Jane Doe	Data Scientist		-	T			Instacart	Rejected	Recuiter	Reject ti	nrough		
11	Bloomberg	Jane Doe	Senior tech rec	7/28/2015	-	ı	In Progress	12	Hinge	Rejected	Recruite	Rejected	from V	'P x	
12	CityMapper	Jane Doe	Software Engin	7/13/2015	App Sent		Rejected	28	MetroMile	Rejected	Regular	Rejected	i		
13	Conversant	Jane Doe	Hiring day follo	7/11/2015	In Progress		App Sent	1	Yelp	In Progres	Heared f	Regular	Phone	S(x	X
14	Deloitte	Jane Doe	Recruiter - Not	7/21/2015	-	1	Total	41	Plated	Rejected	Recuiter	More Ex	perienc	e x	
15	Diamond Partners Tale	Jane Doe	Staffer	7/28/2015	-	T			Etsy	Rejected	Recuiter	Phone S	hiring r	na x	X
16	Dropbox	Jane Doe	Recruiter	7/14/2015	Rejected				Outbrain	Rejected	Not looki	ng right r	IOW	X	
17	Etsy	Jane Doe	Recruiter		Rejected				Quora	Rejected	Talked to	Looking	for som	ec x	
18	Etsy	Jane Doe	Recruiter		Rejected				Kickstarte	Rejected	Talked to	Rejected	d until a	la x	
19	Etsy	Jane Doe	Data Scientist		Rejected				Zenefits	Rejected	Sent em	Setting	On site	e - X	X
20	Etsy	Jane Doe	Data Scientist		Rejected				CityMapp	App Sent	General	Job app a	and tear	n member	
21	facebook	Jane Doe	data science m	7/14/2015	-				Conversa	In Progres	Sent em	ail to mar	nager, w	ait x	X
22	Facebook	Jane Doe	Technical Recr	7/21/2015	-	ı			Airbnb	Rejected	Sent em	Sent em	Shifting	gt x	
23	Facebook	Jane Doe	Technical Recr	7/21/2015	-				Hipm unk	Rejected	Sent em	Rejected	from re	ecruiter	
24	Factual	Jane Doe	General job line	•	-				Stripe	Rejected	Sent em	Position	on hold		
						1.									

2. Pitching

How do I get the attention of the right person?

What can I do to reduce friction?

Pitching Process



Finding the Gate Keeper

- Tech Recruiters/Data Scientists
 - "site:linkedin.com Instacart technical recruiter"
- Assess size of company, data science team
- When in doubt, reach out

Goal: Get your story in the right hands



Make everyone's job easier!

You get one shot, if that, to leave your mark.

Make it easy on the gate keeper.

Email Pitch

Quick intro

Name, background, Galvanize (fka Zipfian Academy), link to the program (alumni), "I'm a data scientist"

Final Project

Easy, digestible, appeal in under 20 seconds, sharable, readable

Express Interest to Learn More

"I'm excited about the interesting problems XYZ is working on" "I'd love to find out more about the data team at XYZ"

Subject: "Introduction - Kamradt"

Hint: You're going to be forwarded

Final Project

Visual > Text > Code

Final project MUST

have a web presence

Make it easy for others to share and digest

r/dataisbeautiful, r/datascience, blogs, newsletters, twitter, HN, DT

Goal:

Win over the gate keeper and do a phone screen



Let your work do the talking





3.

Interviewing

How can I most efficiently convey my skills?

How can I prep for calls?

Step in your interviewer's shoes
Do your prep!

Interview Prep

- No excuses
- Recruiters are your friend
- Do your research on interviewer
 - blog, linkedin, articles, interests, tech stack
- Questions are GOLDEN!
 - Google: "XYZ company news"
 - Ask about role/responsibility transitions

Goal: No surprises, be prepared

Interview Key Points

- Most common questions
 - Tell me about your background, why us/our data?
- Open phone call light hearted
- Sharp direction > General > "Down for anything"
- It's ok to not know an answer, don't panic
 - "That's an awesome/interesting question, I'd love to do more research and put together an answer"
- Re-write your resume tip of your tongue
 - Ditto for DS prep
- SQL 0/3

Goal:

Efficiently deliver your preparation



Hard Creative Energy!

more(["work", "attention", "energy"]) ->
["More Benefit"]

Resources and Goodies

- Company List
- Email/Interview Tracker
- Cold Email Intro Template
- Resume Creddle.io
- Interview Prep All Galvanize

Goal:

Use and Improve for the next class

Thanks

Any questions?

You can find me at @gregkamradt gkamradt@gmail.com Final Project - Ryd.io