

A stylized landscape illustration featuring a large red sun or moon in the upper right, a dark blue rocky cliff on the right, and rolling hills in shades of red and blue at the bottom. A small tree with red leaves is silhouetted against the sun. The title 'The interview process' is written in a bold, dark red serif font on the left side.

The interview process

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Content

- What to expect & How to prepare
 - Phone interview
 - Coding interview
 - System design interview
 - Culture fit interview
 - Take home task
- Question



Disclaimer!

- Information in this presentation is either from personal experience or from close colleagues.
- The interview process is **not** something standard, I'll try to keep the talk as standard as possible



The phone interview

The phone interview: Expectations

- First contact
 - General introduction.
 - Current occupation.
 - Questions for filtering and role matching.
- Technical
 - Canned questions for filtering purposes.

**Usually none technical recruiter.*



The phone interview: Preparation

- Good description about current / previous occupations.
- Go the extra mile and learn a bit about the company.





The coding interview

The coding interview: Expectations

1. Algorithms & Data structures question

- a. A shared editor (Google doc or similar).
- b. 1 or more questions with variant difficulties.
- c. Focus is on Coding skills, Computer science basics.
- d. Example: Give a binary tree compute the longest path between any two nodes going from the root down. Follow up: How about the longest path from any two nodes?

2. Resume and Tech related questions

- a. Random questions on various technologies.
- b. Everything in your Resume is fair game.
- c. Could evolve into pair-programming (rarely).



The coding interview: Preparation

1. Algorithms and Datastructures knowledge

- a. Books: Cracking the coding interview is the only book i skimmed that I recommend to people...
- b. Websites: leetcode.com, interviewbit.com, codewars.com ...

2. Technology based knowledge

- a. Don't lie in your resume (nor during the interview).
- b. If you didn't spend enough time debugging it, don't put it in your resume.
- c. Read the docs!



An abstract landscape illustration with a light pink background. In the top right corner, there is a large red circle. Below it, there are several horizontal blue lines. In the bottom left, there are stylized mountains in shades of pink and blue, with a black line representing a path or river. A cluster of small red dashes is scattered in the middle left area.

The system design interview

The system design interview: Expectations

1. Either for very senior roles, or FANG companies
2. Vague question about a fictitious system
 - a. You lead the discussion, the interviewer does not contribute much.
 - b. The focus here is mainly on understanding tradeoffs, and the existing tooling and techniques to deal with certain scenarios and also good judgment.
 - c. The expectations gets higher the more Senior you are (Obviously).



The system design interview: Expectations

1. Example: **Design a photo sharing system.** Users can upload photos, Follow other users and see their photos (similar to instagram).
2. The question is pretty vague, you should have a framework to approaching problems like this + Basic distributed system knowledge.



The coding interview: Preparation

1. University courses about distributed systems (MIT, Stanford...).
2. System design interview: Recommended by a friend, very beginner friendly.
3. Grocking the system design interview





The behavioral interview

The behavioral interview: Expectations

1. Very different from company to company.
2. Questions focusing on personality, culture, real scenarios...
3. Very hard to know how well/bad you did after you finish the interview.



The behavioral interview: Preparation

1. Read about the company values (if they have any :p)
2. Ask other people on linkedin to find out what to expect from that specific company :/





Take home task

Take home task: Expectations

1. Mini projects usually targeted towards a specific tech stack.
2. The focus is seeing the code quality / problem solving of candidates.
3. IMHO: Very bad idea for companies to adopt.





Questions?