

7 onsite 7 offers

Netflix byeflix

2d 632 Comments

Have always used Blind to get great insights into my industry, wanted to share my recent job search results and materials I used for studying.

I have 6 yoe with TC 530k and tried to break into staff level this time around. Prepared 1 month with a mix of LC, system design, and behavioral preparation. I knew that my yoe is low, so will be a uphill battle. I ended up doing 7 onsite and got 7 offers (some senior, some staff). Sharing the resources that helped me be successful.

— LEETCODE —

Always ask clarifying questions, they are meant to be vague.

Tech Interview Handbook (solve 50 suggested LCs multiple times)

<https://www.techinterviewhandbook.org/software-engineering-interview-guide/>

Grokking Coding Interview:

<https://www.educative.io/courses/grokking-the-coding-interview>

I always try to solve each question myself before looking at answers. After struggling with certain topics, I found some youtube resources that were really helpful.

Graph problems: <https://youtu.be/tWVWeAqZ0WU>

Kahn's topsort: <https://youtu.be/clBFEd77b4>

Dijkstra's shortest path: <https://youtu.be/pSqmAO-m7Lk>

Kruskal's MST: <https://youtu.be/JZBQLXgSGfs>

Union find: <https://youtu.be/ibjEGG7yIHk>

Dynamic programming: <https://youtu.be/oBt53YbR9Kk>

I would say 1/2 of my coding questions was graph related, and I used topsort, MST, union find during my interviews so its worth knowing them well.

Really great resource on Binary Search (especially for harder variants):

<https://leetcode.com/discuss/general-discussion/786126/Python-Powerful-Ultimate-Binary-Search-Template.-Solved-many-problems>

Quite a few LC hards involve binary search as part of its solution, but its non-obvious.

At staff level, you are expected to have great communication, come up with one or more high level solutions in reasonable time with space and time complexity, implement mostly correct, and check for errors independently.

— SYSTEM DESIGN —

Always ask clarifying questions, they are meant to be vague.

Number 1 tip: Pay for mock interviews, take extensive notes, study, pay for more interviews. I used [igotanooffer.com](https://www.igotanooffer.com). Try booking different interviewers, they have different expectations, communication, friendliness.

Grokking system design: <https://www.educative.io/courses/grokking-the-system-design-interview>

It's good to complete grokking, but in practice its a little too shallow for staff level.

Watch all videos and take notes from this channel: <https://youtube.com/c/SystemDesignInterview>

Most other channels like Exponent are actually not great examples of a good interviewee for staff level.

Read papers on Dynamo, BigTable, MapReduce, Cassandra, Raft, Lamport Clocks, etc.

A lot of material written by this Medium writer is great: <https://medium.com/@kousiknath>

Memorize Jeff Dean's latency numbers: <https://gist.github.com/jboner/2841832>

If you have time, read DDIA: <https://dataintensive.net>

I memorized mnemonics for structure of how I execute my interview, as well as for each topic. Like OSI model, caching strategies, load balancing strategies, database types, etc. You need to make up your own in order to ingrain them.

Number 2 tip: Every system design question has a point of contention. Is it storage? Latency? Where will the system start to break? This is pivotal to figure out asap.

Basic structure:

Requirements (functional / non-functional)

Estimations (focus on contention point)

System API

Data model

High level design (core components)

Detailed design (ask where to dive in)

Bottlenecks (scale, redundancy, SPOFs, metrics, logs, alerts, dashboards, pagerduty, deployment, failure scenarios)

As staff level interviewee, you are expected to lead the interview and provide alternatives, weigh pros & cons of each approach and commit to one with justification. Outside of typical system design topics, staff level also needs to consider costs, system complexity, and business aspects (e.g. CDN too expensive for free tier).

For most interviewers, you should be familiar with at least one database technology for each category (key value, document, columnar, relational, etc). For Google, they typically want you to design from fundamentals instead of using off the shelf technologies.

I mastered using excalidraw for my system design interviews and always ask if I can use it instead:
<https://excalidraw.com>

Number 3 tip: Listen intently to interviewer when they speak and take their hints.

— BEHAVIORAL —

Prepare an introduction about yourself. Keep it short and sweet, highlighting background and - a major accomplishment. (Don't be afraid to sell yourself)

Grokking the behavioral: <https://www.educative.io/courses/grokking-the-behavioral-interview>

The resource itself isn't that useful but should prepare answers from your own experience and recording yourself. Take time to reflect on your past few years and make sure you have answers about conflict, projects you led, giving/receiving feedback, and challenges you solved. Don't lie.

STAR is a good structure for your stories but I learned a better story shape from this YouTuber.

U shape story: <https://youtu.be/hU6BVxtGd5g>

Read "Staff Engineer": <https://staffeng.com/book>

For each company, make sure you know their products, their company motto and values. I kept notes which I read a few mins before my onsite starts. Prepare plenty of questions to ask.

— OFFERS —

Current TC 530k (Senior)

AtoB (Senior/Staff)

TC 325k

Base 200k, Options 500k over 4 years

Notes: Hard to evaluate startup offer, it felt too low and risky for me.

Airbnb G9 (Senior)

TC 450k

Base 225k, RSU 825k over 4 years, Sign on 80k

Notes: I did an uplevel round for staff after onsite. Recruiter said based on interviewing perf, the team will vouch for me for staff. After uplevel round, they said I did well but team wants to be conservative so no staff offer. I passed on the senior offer.

Google L5 (Senior)

TC ~480k

Notes: No actual numbers. I did a L6 onsite, went on and matched a team for TLM role. HC came back down leveling citing YOE but with highest verbal offer. I passed on the senior offer.

Roblox IC4 (Senior/Staff)

TC ~560k

Notes: No actual numbers. Roblox had the most rounds out of everybody. Kept pushing me to share numbers saying they want to beat them all and put together an offer only once. I shared staff level expectations (IC5) and eventually shared my highest numbers because they wouldn't proceed. They came back saying IC5 needs 10 yoe and that I should take the other offers.

Snap L5 (Staff?)

TC 576k

Base 225k, Bonus 34k/year, RSU 940k over 3 years, Sign on 15k

Notes: Not sure if Snap L5 is staff but that is what they said it maps to. Negotiated from 550k and apparently this is the max.

Stripe L4 (Staff)

TC 690k

Base 250k, Bonus 40k/year, RSU 380k/year, Sign on 80k

Notes: Originally got L3 (Senior) offer but persuaded recruiter to try staff loop. Passed staff loop and then negotiated from 650k.

Quant firm

TC 800k

Base 210k, Bonus 590k/year

Notes: Didn't think I'd get it but I somehow I did it. Questions similar to regular FANG. Negotiated from 750k. I ended up taking this offer because it's cash and I'm concerned about recession.

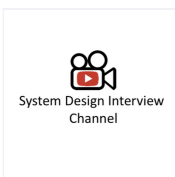
Always negotiate! And try to get multiple offers as that is the best form of leverage. Read this:

<https://haseebq.com/my-ten-rules-for-negotiating-a-job-offer/>



Designing Data-Intensive Applications (DDIA) - an O'Reilly book by Martin Kleppmann (The Wild Boar Book)

Dataintensive



System Design Interview

YouTube



Grokking the Coding Interview: Patterns for Coding Questions

Educative: Interactive Courses for Software Developers



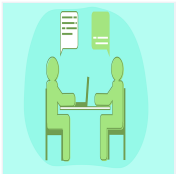
Dynamic Programming - Learn to Solve Algorithmic Problems & Coding Challenges

YouTube




Ten Rules for Negotiating a Job Offer

haseeb qureshi




Grokking the Behavioral Interview - Learn Interactively

 Educative: Interactive Courses for Software Developers



Grokking the System Design Interview

 Educative: Interactive Courses for Software Developers

Google

Stripe

Snap

1,271

632

Add a comment

632 Comments

TOP

Airbnb opcw52

How many hours did you prep each day to get through all of the above in one month?

2d

20

7

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Shield AI 2XM3CFd0YE

if my coworker was doing this id be happy for them instead of upset for the corporation.
do what you need to do for you, netflix will lay you off to pump an earnings sheet without a care
or consideration for how you feel.

5h

9

Knock knockit

@2XM3CFd0YE

Haters will say that's not true/it's unethical, but ignore the reality hitting most orgs on daily.

3h

1

Amazon powm64

Great stuff OP thank you for sharing if Blind had a Buy Me a Coffee feature I'd get you one.

2d 96 3

[+ View 1 more reply...](#)

Microsoft fFC077

Thanks for posting this. Grokking courses are on a promotion on the authors site: designgurus.org

Yesterday 10

Google LarryPage@

I just bought it without entering the promo code. Oh well

Yesterday 0

Intel CPnN55

Bonus in a quant firm isn't really "cash" but ok, congrats!

2d 6 11

[+ View 9 more replies...](#)

Google mQkxv7A

As scrubdaddy mentioned, you most certainly don't know how comp works at a tech-heavy trading shop.

14h 9

ADP dEUK15

cisco, where do those algos run? 🤔

1h 1

Microsoft Joshooa

Posts like these keep me humble and let me think that I hardly know anything in tech and there is a lot of money out there.

2d 43 4

[+ View 2 more replies...](#)

Netflix byeflix

Financial literacy is important too :)

2d 24

Intel ni4040

finding deals, reading reviews is such a hole. i am on verge of scrapping this process altogether.
buy less, buy when u need, buy if u really really need it. dont buy junk
look for a deal wen buying, if its der its good.
prime day is coming. i have paused all buying. will see wen prime day comes.

4h 1

Amazon / Eng Jassy simp

I'm curious, why didn't you interview with Amazon?

2d 4 6

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Netflix byeflix

I think I would've interviewed with Amazon if they let me go through a Principal loop. I did speak with a recruiter but the interaction was so bad I just stopped there.

I dropped a lot of companies because 7 onsite was already a lot on my plate, Meta being one of them.

Yesterday 14

Amazon yuiopp

Yeah, the Principal loop at Amazon has a different set of recruiters than junior/mid/senior engineers so I imagine that recruiter had no incentive to point you towards the correct recruiters.

Yesterday 10

[+ View more comments...](#)

Microsoft L60 Austin Offer

Today I had a call with Microsoft recruiter, they shared the following numbers Base - 111000 RSU - 130000 Sign on - 30000 split in two years Annual Bonus ~ 10% Recruiter did mentioned regarding Annual Stock...

Cerner / Eng azyнк | **4532** Views **39** Comments

Looking for referrals! (layoffs)

Hey Blind community, We've recently been seeing some layoffs at PayPal, and the future outlook isn't looking too hot. I've been sending my resume out to various companies, and would greatly appreciate any referrals...

PayPal vbux | **3240** Views **59** Comments

Databricks offer eval

Got a Staff Engineer offer at Databricks - \$700k TC - \$225k/\$425k/\$50k. Given the stock is all paper money and the fate of recent IPOs, it makes me think it's not a strong offer. My current TC is \$400k at Amazon...

Amazon benefitss | **2565** Views **65** Comments

POLL

Help choosing offer (Google, Amazon, Stripe, Snap), 4 < YOE < 5

Currently Meta IC5 SWE, TC after stock crash: 🍌 Did 15 onsite for senior SWE positions and received 10 offers, but got downleveled by most of them. I'll follow up on a separate post with more details such as...

Meta FB foxes | **5083** Views **342** Votes

Husband fails all the interviews

My husband has been looking for a new job from 1/31. He applied everywhere, got a bunch of phone screen, only 3 on-sites and failed all of them. He is still in the loop with 5 companies but he doesn't feel that he will ...

Marsh gBMm12 | **35163** Views **549** Comments

POLL

Multiple offers 2022!!!

After 3 months of prep and 2.5 months of interviewing finally the offers are here. Prep - Coding - LC 280 - Design - GTSD / YouTube videos Companies interviewed at [SDE-2] - Meta - OFFER (remote) - Snap -...

Amazon Askq62 | **10950** Views **950** Votes

See more on [Software Engineering Career](#)

RECOMMENDED TO YOU

Where is the talent today?

Where is the talent today? Around 2018, working at Lyft or Uber was perceived to be the best. Honorable mention to scooter companies for a brief period of time. In 2019, it was AirBnB. In 2015, it was Quora. Meta...

Lyft JgZXHEmVc7 | 1271 Views 31 Comments

Should I join Amazon??!!!!

Hello I cracked SDE -I interview in May and H1 is in the process of getting transferred. However I suddenly feel this gush of fear reading how terrible the culture and WLB at Amazon is . I am scared but at the same...

LexisNexis titututu | 369 Views 32 Comments

POLL

All women should have 3 extra days off a month

Do you think that all women should have 3 extra days off to deal with their period?

Airbnb djushrjf | 437 Views 165 Votes

Comment your age, networth (post stock drop) as of now, location

28M, 610k, Bay Area TC: 265k

Apple / Eng chutkipani | 2857 Views 165 Comments

Is it getting harder to clear interviews or am I doing something wrong?

In the last 6 months I have interviewed at around 10 companies. In most of them I was able to solve the problem, explain my thought process and answer follow up questions. Despite this I've failed to clear most ...

Uber gh1bl1 | 1504 Views 47 Comments