Interview process

Note: This is just a guideline which all interviewers should follow. You may deviate from the process as and when needed & based on candidate's profile.

Technical phone screen

Schedule a **1 hour technical phone screen** with the selected candidate. Phone screen should focus on testing core computer science principle, Data-structures, algorithms. It should include a technical coding exercise.

Part1 - Technical communication & team-fit

After introductions, ask about projects you worked, technologies used, and any architectural decisions taken. Make sure you ask the candidate to describe on an interesting/challenging project that they have worked on and they are be able to explain the challenges faced, lessons learned, and technical details. Keep the discussion limited to 15 mins

Part2 - Coding exercise.

Coding exercise must be on Hacker-Rank. You may use any question from Cisco's database or upload/create your own question. If you don't have hacker rank access(Email management for access), you may use coderpad or anything similar for coding exercise. Coding exercise should take 30 mins of interview time.

Assessment of coding exercise should be based on below points :-

- **Smart thinker:** Use of efficient algorithm, data structures fundamentals,
- **Efficient Communicator**: Explanation and implementation of the solution in preferred coding language.
  Check if the candidate comes up with edge cases on his/her own and explains how well it is handled in the code.
- **Sprinter**: Check how fast they can come up with the solution and are able to code
- **Futuristic**: Is the code written scalable for large data-sets. If not, what optimization can be done

Keep last 10 mins for questions.

On-site Interview rounds

Each interview will be 45min-1hr. Make sure the candidate uses whiteboard for any coding/design exercise.

- **Coding & TC - DS& Algo**

- **Coding 2**- Advance DS & Algo analysis

Part1: Basic warm-up question (10 mins)

Ask candidate very easy question which he/she can solve within 10 lines of code and includes implementation of a basic data-structure. Eg:- Print in-order traversal of binary tree, Check duplicate in a linked-list, etc.

Part2: Advance question (30-40 mins)

Ask a question which makes the candidate think of an approach/algorithm to solve it. Discuss the algorithm first before jumping on coding.

- Object oriented system design
- Technical communication & team-fit