



# How to Crack the Interview

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# How to get offered offers?

- There are only three steps needed.
- 1. Submit the resume
- 2. Pass the interview
- 3. Get an offer
- Just kidding...



# Different Stages for cracking the interviews

- Long time before the interview
  - It really starts before it starts
- A little bit before the interview
- During the interview
- After the interview
- After getting the offers



# It really starts before it starts

- Different positions require different abilities
  - Check the pdf in this repo:  
[https://github.com/conanhujinming/tips\\_for\\_interview](https://github.com/conanhujinming/tips_for_interview)
  - Of course, we can try to be prepared for most desirable positions, and make decision later



# It really starts before it starts: visibility

- Improve your visibility
  - Publish papers in top conferences/journals
  - Get top rank in famous competitions
  - Participate in good open-source projects
  - Participate in good projects
  - Get a highly recognized internship
- **But remember, improve yourself during these experiences**
  - **Be solid.** You should be extremely familiar with everything on the resume
  - Get a solid foundation, maybe by taking good courses
  - You should learn to solve problems **independently**
    - Define the problem->Do survey->Analyze existing problems->Improve over them->Make sure that it works as expected->.....
  - You should also learn to solve problems **collaboratively**



# It really starts before it starts: communication

- **Remember, interview is essentially a communication**
- Improve your communication skills
- This includes many different parts:
  - How to describe your projects?
    - For example: Background->motivation/problems->approach->experiment/benefit->analysis  
->advantage/disadvantage->follow up
  - Do not say too much or too little one time. This is communication. You need to speak and also need to let the other one speak.
  - Learn how to use tools other than word to help communicating, e.g. gesture, eye contact, pen and paper, slide, etc
  - Practice your description of your work to make it clear and concise
- Grasp every opportunity to practice it.
- For more tips, you may refer to: Lessons in Communication @stanford  
[https://www.youtube.com/watch?v=q2MBMivMzcA&list=PLxq\\_IXOUIvQA3QmMA51Dtb1zR-qd-YVx9](https://www.youtube.com/watch?v=q2MBMivMzcA&list=PLxq_IXOUIvQA3QmMA51Dtb1zR-qd-YVx9) And a lot more resources!



# It really starts before it starts: LeetCode

- LeetCode is very important for many companies
  - Especially most foreign companies, Bytedance, kuaishou, Tencent WXG...
- Practice. Over 300 may be enough. You should be able to solve most medium problems easily
- There are some useful books
  - E.g. 《剑指offer》， 《编程珠玑》
- There are some useful passages:
  - [https://github.com/conanhujinming/tips\\_for\\_interview/blob/master/README-zh\\_CN.md](https://github.com/conanhujinming/tips_for_interview/blob/master/README-zh_CN.md)



# A little bit before the interview

- Mock.
- Practice your resume.
- Read interviewing experiences of this company, or better, this group
- For machine learning, you may refer to this 《百面机器学习》
- For recommendation system, you may refer to this 《深度学习推荐系统》





# During the interview: LeetCode

- Read this excellent passage:  
[https://github.com/conanhujinming/tips\\_for\\_interview/blob/master/README-zh\\_CN.md](https://github.com/conanhujinming/tips_for_interview/blob/master/README-zh_CN.md)  

- Follow the instructions.
  - You do not need to follow it exactly though
  - It serves as tips for you. Feel free to come up with good instructions that fit you better



# During the interview: Communication

- Described before.
- Remember, the interviewers are trying to recruit someone who will be their future colleagues. They definitely want someone who are good at communication.



# During the interview: behavior question

- The typical behavior questions can be found in the Internet. Think about them beforehand.
- For example: could you give us an example about once upon a time that your opinion diverged from your colleagues? How did you handle that?
- Remember, they want someone who is good at communication, collaboration, expectation management etc.
- Use concrete words/examples to support you.



# During the interview: ask question

- Refer to here:  
[https://github.com/conanhujinming/tips\\_for\\_interview/blob/master/README-zh\\_CN.md#%E6%8A%8A%E6%8F%A1%E6%8F%90%E9%97%AE%E7%9A%84%E6%9C%BA%E4%BC%9A](https://github.com/conanhujinming/tips_for_interview/blob/master/README-zh_CN.md#%E6%8A%8A%E6%8F%A1%E6%8F%90%E9%97%AE%E7%9A%84%E6%9C%BA%E4%BC%9A)
- If possible, ask feedbacks



# After the interview

- Say thank you for your time
- Follow up with the HR. If possible, ask feedbacks.
- You may take notes about the questions and your answers. Analyze your behaviors to improve your performance.
- **You should learn from each interviews.**



# After getting the offers

- Congrats!
- Even if you really want to go to one company. You still need to get more offers for many reasons:
  - You may fail to get the offer from this company
  - It may withdraw the offer from you
  - It may give you a low ball package
  - **Competing offers to get a larger package**



# Last words

- We hope every year, people hunting for jobs can share such experiences to the next generation of ZJULearning.



Q&A?

Thanks!

