

# Initial Interview Guide



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Welcome to your prep guide for your engineering leadership initial interview at the Facebook company. Our engineering leaders and recruiters put together this guide so you know what to expect and how to prepare.

## Interview overview

### The structure of your initial interview

Facebook seeks leaders who have the intellectual capacity and technical expertise to solve deep, challenging problems. Additionally, we look for managers who can communicate clearly and in a compelling way to a wide variety of stakeholders and across diverse subjects. Your interview is designed to give you the opportunity to give us a sense of your technical and management skills.

### 45-Minute Discussion

Your interview will be with an Engineering manager and will cover the following areas:

- People Management & Cross-functional Collaboration.
- Technical Design & Architecture.
- Your Questions (to learn more about leadership or other topics related to Facebook).

For all components of your discussions, keep in mind that when it comes to managing people, hierarchical or top-down managers aren't the norm at Facebook. The most successful managers support and motivate their teams, provide career guidance, and work to ensure their success. You'll want to think about how you embody these qualities and be ready to answer questions in a compelling and inspiring way.

## People management & cross-functional collaboration

### How to prep for this section of your interview

This part of your discussion will focus on behavioral or situational questions. For example, your interviewer will ask questions like, "Can you provide an example of...?" or "Tell me about a time that...?"

**Example questions will be similar to the following:**

- How do you help people manage their careers?
- What's an example of a tough management situation you've dealt with?
- A tech lead on your team tells you, "I want to be a manager." How do you respond?
- How do you approach one-on-ones with your team, and what do you talk about?
- What's the value of one-on-ones with your team members?
- Give an example of a conflict between teammates and how you resolved it.
- Have you ever had to dismiss someone from your team?
- Give me an example of when your engineering partners wanted to prioritize a project, but the data science or design teams disagreed?
- How do you reason about engineering excellence-type work with less-technical partners?
- Talk me through a conflict with a cross-functional partner and how you resolved it.
- How do you work with less- or non-technical colleagues such as designers or project managers?

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## **Technical design & architecture**

### **How to prep for this section of your interview**

The technical portion of the interview will focus on your past experiences designing and building systems / products. Your interviewer will be expecting you to visualize your thoughts and design on the whiteboard with block diagrams and rough outlines of some class definitions.

**Example questions will be similar to the following:**

- Describe a system / product / app you or your team built.
- How did you evaluate the design of your system?
- How did you test performance and scalability?
- Did you have to iterate on the design?
- Looking back, what would you have done differently?

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## Appendix / resources

Links to exercises, information and guides to help you prepare

Here are some resources to learn more about Facebook.

### Facebook

- [About Facebook](#)
- [Facebook News](#)
- [Facebook Careers](#)
- [Facebook Values](#)
- [Engineering Leadership at Facebook](#)

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**Thanks for taking the time to review this guide and  
good luck in the interview - you'll do great!**