

Chat Server Interview - 2 hours:

Your interview day at Segment will also include some pair programming with one of the members on the team. Please bring your dev-ready laptop — have your favorite editor, programming language environment and other tools you use regularly ready to go.

You're going to be building a http api/service in the language you are most comfortable with. You'll be able to read docs, Google for Stack Overflow articles and generally do anything that you would be able to do during a normal work day as an engineer at Segment.

As you tackle this problem, please consider a design and use of libraries at a reasonable level of abstraction, like something you would feel comfortable with for day-to-day programming work.

By far the largest criteria is that we come away with a working system. Usually, if candidates struggle it's because they've gone too low level, or chosen a tech stack they're not fully comfortable with. A feature-poor but working solution will always be preferable to one that could be awesome but doesn't work.

Your interviewer will be happy to guide you based on the design you come up with and the implementation language and libraries you choose to use.

Engineering Architecture Interview - 1 hour:

During your engineering architecture interview, we recommend using the tool you're most comfortable with to illustrate and share your solution/s and confirm mutual understanding with your interviewer. Some examples include: your text editor, a charting/drawing tool like <https://www.lucidchart.com/>, <https://awwapp.com/>, or <https://excalidraw.com/>, or even pencil & paper.

Zoom also supports free-hand drawing, which you can access by going to Share Screen and selecting Whiteboard. The session will require that you share your solutions with your interviewer during Zoom video call. While we realize this doesn't exactly mirror a live white-board experience, we think the dialogue is most important, and these tools can help drive clarity without introducing too much friction or disruption. We appreciate your understanding as we navigate virtual onsite interviews and welcome any feedback you may have that can help us improve the overall experience!

Technical Thought Process:

At the beginning of each problem, your first instinct should be gathering information. Ask clarifying questions and state your assumptions. You are expected to have follow-up questions in order to have a clear understanding of the problem.

We encourage you to think out loud because we value the process as much as the correct solution. We find the most successful interviews occur when engineers explain their high level plan before diving into the solution. Interviewers often provide hints, so please listen for feedback as you work. Collaboration is a good thing, and it helps the interview progress in the right direction. Assess all the possible options and suggestions you have when dealing with an issue. Don't be afraid to go back and debug or fix mistakes you may catch later.

Some valuable traits that interviewers like to see are a candidate's problem solving skills, determination, collaborative nature, and eagerness to learn. It's not just about the final solution!

Thank you again for taking the time to prepare and spend your day with Segment! We are really excited to explore this opportunity with you and hope that we have a future where we work together.

Hiring Manger – Check on overall team fitment and address any questions you got on the role

Core/Bar Raiser (Depending on the previous loop feedback)

Non-technical; standard, soft-skills interview centered around Segment-Twilio Company Values. The best way to approach this interview is to be as detailed as possible with your answers.