

Engineering / Engineering Hiring

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Interview process and rounds

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Backend Engineers

Round 1 - Explo Call. Culture Fit. Past project. Yes/ No. 30 mins.

Idea is that we mark out candidates who are not a culture fit. Candidates who have not worked on projects in past which are scalable, etc would also be marked as a No Hire. Expectation is that we clearly mention Yes/ No in the explo call

Round 2 - Live Coding vs Assignment. 1.5 Hrs. Yes/ No.

The feedback which we have received from the panel on the assignment approach

1. Not many candidates revert with the assignment
2. In Explo calls we spend time to explain the assignment even if the assignment is self explanatory
3. Many times candidates reach the HM round even if he is not good in language apis, etc.


Due to all these we are going with Live Coding project.

In live coding project we will provide a problem to the candidate which he has to solve in 1.5 hrs. Advantages of this approach is

1. No waiting for candidates to revert with assignment
2. We will be able to judge better.
3. Developers can pick their own problem statements to ask. Less repetition.

Just like the explo round, the idea here is to give a clear Yes or No hire. If the candidate gets a Yes in Round 1 and Round 2, We will go ahead with the 3rd round

Sample problems - [Level Can be Lighter for Mobile / Front End and QA Devs]

1. Code a Rate Limiter from Scratch
2. Code a hashCode Method
3. Code a Random Number Generator
4. Code a Circuit Breaker
5. Print All Subsets of a Set
6. You have two threads one that prints even number, one that prints odd number and you have to coordinate the two threads in such a way that they print natural sequence.
7. Code a CRUD API that gets whether information from online APIs [ AccuWeather APIs | home]
8. Code a Linked Hash Map from Scratch

Round 3 - Design Round - 1 Hr

In the 3rd round, we try to find the design thinking - the way the candidate tries to solution a particular problem. Code is not expected from this round.

1. For candidates having less than 3 years of experience
 - a. Ask questions which would cover HLD (high level design) & LLD (low level design)
 - b. Example - Design a automated parking lot - (We can ask the candidate to give high level components, also we can ask for low level class diagrams). Other examples can be - Design a chess game, Design a tic tac toe game, Design an elevator, etc.
 - c. Try to see if candidates are using design patterns or not.
2. For candidates having more than 3 years of experience
 - a. Here we need to dive deep on Real life architecture, scalability, etc.
 - b. Examples - Design Netflix Movie Library, Design a Payments Deposit System, Design a Bill Payments System, Design Subscription based payment system, Architecture for Youtube, Instagram, etc
 - c. Idea is to find what the assumptions, decisions the candidate is taking and his expertise in building a scalable system.

Round 4 - HM Round - Evangelising

This round is about

1. Providing answers to any questions from candidates on company culture, team, etc.
2. Pitching the candidate on what Simpl does (Trust network), How we intend to impact the life of small merchant, etc.

FrontEnd/ Mobile Engineers

Round 1 - Explo Call. Culture Fit. Past project. Yes/ No. 30 mins.

Idea is that we mark out candidates who are not a culture fit. Candidates who have not worked on projects in past which are scalable, etc would also be marked as a No Hire. Expectation is that we clearly mention Yes/ No in the explo call

Round 2 - Assignment. Yes/ No.

As frontend involves creating pages/ screens, we cannot have a live coding rounds for frontend and backend . We would stick with assignment here.

Round 3 Frontend Round

In this round, the candidates should be asked questions on various frontend technologies. We should gauge if the candidate understand the details and given a chance would be able to make a choice in picking the right tools etc.

Round 4 - HM Round - Evangelising

This round is about

1. Providing answers to any questions from candidates on company culture, team, etc.
2. Pitching the candidate on what Simpl does (Trust network), How we intend to impact the life of small merchant etc.

QA Engineers

Round 1 - Explo Call. Culture Fit. Past project. Yes/ No. 30 mins.

Idea is that we mark out candidates who are not a culture fit. Candidates who have not worked on projects in past which are scalable, etc would also be marked as a No Hire. Expectation is that we clearly mention Yes/ No in the explo call

Round 2 - QA Round. Yes/ No.

In this round we check the testing approaches/ knowledge of the candidate. We check if the candidate comes up with the test cases correctly, etc. We also test their knowledge/ experience on manual/ automated testing.

Round 3 Product Round

In this round, the candidates should be asked questions on the ways they test the app, PMs should be comfortable with the approaches - defining cases, positive, negative, etc and give a go ahead for the candidate.

Round 4 - HM Round - Evangelising

This round is about

1. Providing answers to any questions from candidates on company culture, team, etc.
2. Pitching the candidate on what Simpl does (Trust network), How we intend to impact the life of small merchant, etc.

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4 page comments

Subham Das

Feb 23, 2022

Round 2 of **QA Engineers**. Is the description right?

Reply • Delete

Lokesh Motwani

Feb 23, 2022

Fixed. The description had to be changed. Thanks for highlighting.

Reply • Delete 

Chandresh Maithil

Feb 23, 2022

@Lokesh Motwani Please correct the above @Subham Das for highlighting

Reply • Delete 

Selvaraj Karupusamy

Mar 29, 2022

@Lokesh Motwani Round 2 for the Frontend Engineer role is Javascript live coding. We saw many dropoffs in the assignment round hence going with the coding round directly.

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