



Interview Guide - Full Stack Developer

Flow

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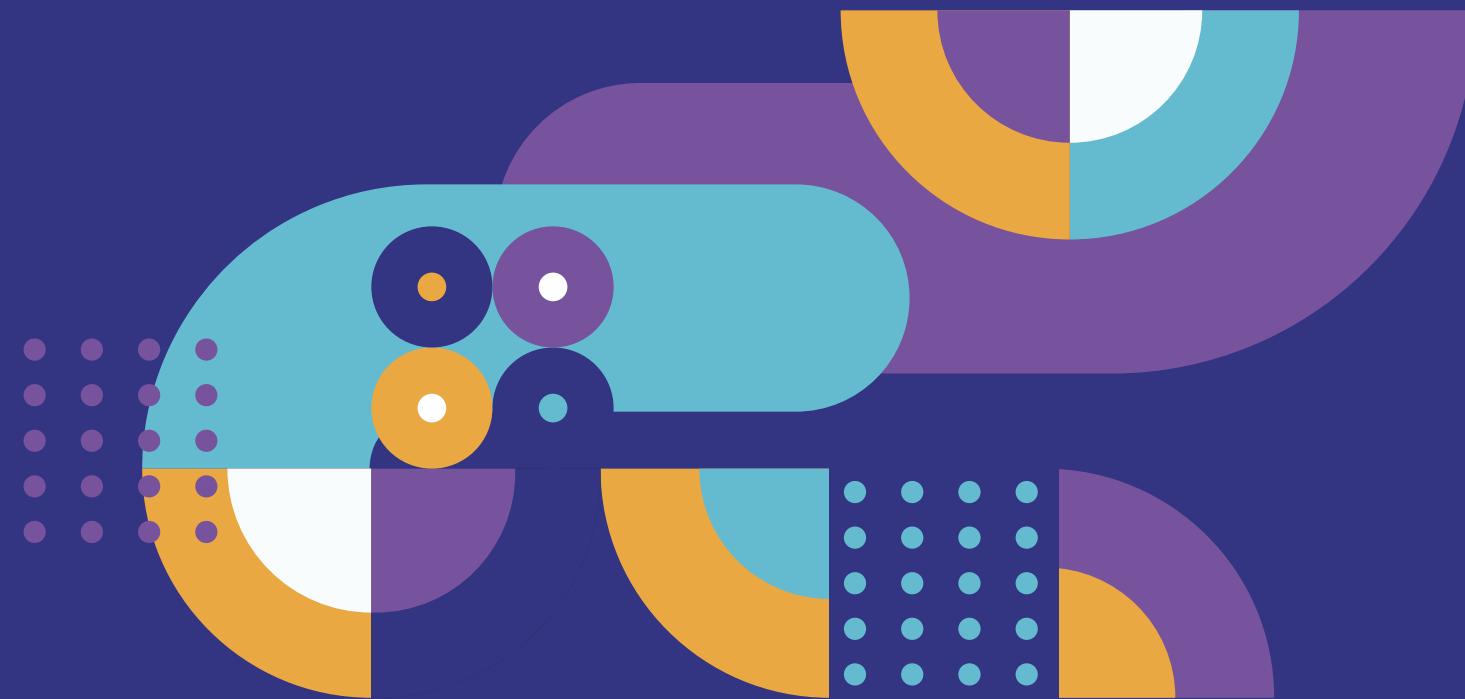
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Sahaj's core values reflect
the promise of **trust**,
respect, **instilling curiosity**,
and **craftsmanship**.



**Sahaj celebrates a culture
of openness, innovation
and bold outcomes driven
by trust, respect, curiosity,
and craftsmanship.**



Trust

A culture helmed by practices of open salary, unlimited leaves, profit-sharing, zero hierarchy, and freedom to take decisions builds a multi-dimensional trust.



Respect

Every individual's views and ideas are valued. This gives rise to a deep-rooted respect that underlines everything we do.



Curiosity

We nurture curiosity in every form. Being relentless in the pursuit of the why, the what and the how enables us to challenge the status quo.



Craftsmanship

As artisans, we are passionate in our endeavor to look at the finer nuances of every challenge as we craft purpose-built solutions.



Openness. Innovation. Bold outcomes.

We transform
businesses across a vast
spectrum of domains
with data-led strategies
and innovations.

AI NATIVE STARTUPS & SCALEUPS

 The AI Company

 FikkA
Smart job matches. On the go.

 drishti

 deserve

 CONSILX
LIFE SCIENCES ON BLOCKCHAIN

 ANALYTICA®
Data Science in Motion

 SOLV™
growth simplified

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INTERNATIONAL

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 Honeywell

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 METAPACK

 iSPiRT

 Mahindra
COMVIVA

 global
insights

 SPS
SELECT
Portfolio
SERVICING, inc.

 Pratham

 TATA MOTORS
Connecting Aspirations

 EkStep

 dloHaiti

 SATTVA
Delivering High Impact.

 ASCENTHR™
powering people practice

Interview Process



Step 1: Coding Assignment

You can find the coding problem statement as an attachment in the e-mail we sent you. Please share the completed coding assignment and send it back to us in a zip format within a week's time from the date you had received the code. If you have any questions or specific concerns, please feel free to reach out to us anytime.



Step 2: Code Pairing

Upon a successful code review, we will pursue your candidature and invite you for a code pairing round with one of our developers. While this gives us a great opportunity to assess your skills, it also provides you a peek into what it feels like to be a part of Sahaj, working with our people here.



Step 3: Technical Round

A successful code-pairing round then leads to the next step - the technical round. This discussion focuses on fundamentals like databases, architecture, systems design etc. and also the projects that you had worked on in the past. Two developers from Sahaj will be meeting you to have this conversation.



Step 4: Final Round

On successful completion of the technical discussion, you will be meeting the Leadership team at Sahaj. This discussion focuses on discovering the overall value that you can potentially bring to the table as a Sahajeevi and if Sahaj can help you further with your career goals.



INNOVATIVE
DECISIVE
PASSIONATE
RESPECTFUL
SELF-DRIVEN
CURIOS

What are we looking for?

Tech aspects:

- Quality of code (please refer to the Additional Resources section at the end for more)
- A sound understanding of aspects like code design and aesthetics, data structures, algorithms, problem solving etc.
- Overall design
- Solutioning / modelling capabilities

Do's & Dont's:

- We are not assessing you on code required to do the input/output.
- While building a solution, it would be best if the input is provided either via unit tests or an input file.
- Avoid command line for input as it is tedious and difficult to test.

What do we look for?

Frequently Asked Questions



What kind of work will I get to do at Sahaj?

We craft purpose-built solutions by leveraging platform engineering, data engineering, and data science – think AI, ML, NLP, all the cool stuff! We also offer tech advisory.



Is Sahaj a services company or a product company? Will I get to work on building products?

We are a software solutioning company. Our work differs vastly from a product company. However, we work with clients across multiple domains and depending on their requirement, we either provide solutions or build products for them. Rest assured, there is never a dearth of exciting work at Sahaj!



Given that there is no hierarchy in Sahaj, how does one grow here professionally?

Continuous learning is what incites growth, and at Sahaj, there is no dearth of it. You will get opportunities to work on a wide range of projects and across all of them, you will be involved closely right from requirement gathering to ideating, making decisions about overall design, working on high-quality code, and ensuring that the solution is optimized for the given problem. So as far as growth is concerned, sky is the limit!



Will I get any exposure of business domains?

You bet! Understanding the business is crucial to developing a solution that works for the client. Thus, our developers spend a substantial amount of time trying to understand the business and its various challenges. This may come as a surprise, but everyone is client-facing at Sahaj irrespective of one's level of experience.

**We think that the topics/
books mentioned here can
add tremendous value to
the programming skills and
sensibilities of a developer.
Feel free to check them out!**

Please note, reading these is NOT a pre
requisite for our interaction with you.

- [Clean Code Handbook](#)
- [Domain Driven Design](#)
- [Pragmatic Programmer](#)
- [Refactoring: Improving Design of Existing Code](#)
- [Design Patterns Head First](#)

If you wish to know more about Sahaj and its
work culture, here are some useful resources.

- [Creation of Sahaj](#)
- [Open Salaries? Unlimited leaves? Really?](#)

A sneak preview of life at Sahaj in short videos

- [What is Sahaj Software all about? Here it is, in our own words.](#)
- [Sahaj Software: Challenging the status quo](#)

All the very best!

Code. Build. Learn. Grow.

