Job Application Process Overview
Software Business Unit (SBU)

- **Stage 1 – Assessment**
Candidates will be randomly allocated two (2) problems: one relatively easy and one slightly more difficult, to demonstrate their computer science skills / background. They will be ***given one week (7 full days)*** from the email date to complete this task. Candidates must use ***one (1) compiled*** (e.g. C++, Go, Rust) and ***one (1) scripting language*** (e.g. Python, JavaScript, TypeScript) as part of their submission. The programming language selected for each problem is up to the candidate, but ***for each problem it must be different***.

- **Gate 1 – Submission / Code Review**
Candidates are to submit their solutions via their personal GitHub account, where the code will be reviewed by the SBU.

   Please note:
   a. GitHub repositories are to be **private**;
   b. @HirschSBU **must** be added as a **collaborator**. (Within GitHub, this can be found under 'Settings/Manage Access/Invite Colaborator');
   c. Candidates are to inform HR (via email) when their submission is complete;
   d. The due date will be checked against the 'commit code + push' time stamp; and
   e. Structured, performance-orientated and well thought-out solutions submitted within a short timeframe will be looked upon favorably.

- **Stage 2 – Interview (online / in person)**
If the candidate demonstrates programming capability, they will be offered an interview. Along with standard interview questions, they will also be asked to propose solutions to real world problems (currently experienced by the SBU of Hirsch Maschinenbau). This can be done in either English or German, however, the candidate ***must demonstrate ability to converse in English*** (in order to meet the requirements of communicating within a growing international team).

- **Gate 2 – Interview Assessment**
Candidates will be assessed on their ability to answer interview questions, as well as their ability to identify and communicate solutions to the real-world problems posed.

- **Stage 3 – Job Offer / Feedback**
The successful candidate will be offered a contract and international requirements (VISA, etc.) checked as necessary. Those candidates who are unsuccessful in this process will be provided with written feedback (points for improvement).

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