

Initial Loop Interview Guide



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Welcome to your preparation guide for your interview at Meta! Use the sidebar to quickly jump to the section you are looking for. Whether you're taking your initial screen or your full loop interview, our engineering leaders and recruiters put together this guide so you know what to expect and how to prepare. We recognize that interviewing can be stressful, so we hope this guide provides the information and resources you need. Remember, your recruiter is there to support you, so please reach out to them with any questions.

Accommodations Process

Before you get started, it's important to note that Meta is committed to providing reasonable support (called accommodations) in our recruiting processes for candidates with disabilities, long term conditions, mental health conditions or sincerely held religious beliefs, or who are neurodivergent or require pregnancy-related support. If you need support, please reach out to accommodations-ext@fb.com or your recruiter.

Interview Process Overview

This guide will explain what to expect during your interviews with Meta. As part of your interview, you will have the opportunity to meet with peers, cross-functional partners, and other leaders at Meta. Your recruiter will be your guide throughout the process and aim to adequately prepare you to bring your best self to your interview.

What will your interview process be?

Your interview process will include two separate 45-minute interviews; each interview will leave a few minutes at the end for your questions. You can expect the following interviews in the initial round:

- People management and behavioral
- System or product design

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.

Video Conference interview best practices

- Make sure you're in a quiet environment.
- Double check that you have a reliable internet/phone connection.
- It's okay to ask the person you're speaking with to speak slowly if you can't catch what they're saying.
- You'll need a laptop with a webcam, speaker, and mic. We recommend using a headset or headphones with a mic for better quality audio, but this is optional.

Interview Dress Code

As you're probably aware, we promote a casual environment at Meta so that everyone can be their authentic selves. Formal dress is not required (jeans are definitely ok!). Dress comfortably. We care about what you can do, not what you wear.

People Management and Behavioral interview

What can you expect?

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

What do we look for?

One important piece of advice for your interviews: it's ok if you don't know! No one who works at Meta is an expert in all things, and we don't look for perfection in the people we interview. If you aren't sure of something during your interview, you're encouraged to ask clarifying questions and be upfront if there are topics that you have less experience with. Your interviewer will be thinking about how your skills and experience might help Meta as well as how you tackle problems you're not as familiar with.

How to prep

During this interview, the interviewer is going to ask you about situations that may come up when managing people or leading an organization and doing the day-to-day job. To prepare, be sure to take the time to think of specific situations that you've handled as a people manager or leader so you have those prepared before the interview. Our interviewers will be looking for specific examples about how you have concretely handled supporting, coaching and holding people accountable in your daily job.

System or Product Design interview

What can you expect?

The 45-minute design interview will focus on the design of complex systems or products. Your interviewer will be looking to determine if you can architect a solution to a higher-level problem that requires connecting multiple complex system or product architecture concepts. The question will be posed at a high level and your interviewer will look to you to drive the design and the overall solutioning conversation.

How to prep

Interviewers can only assess your skills and abilities based on what you show them during your interview, so it's important to plan and prepare to best showcase your strengths. As you begin preparing, please reference your Career Profile for additional role-specific prep materials, if available.

- **Refresh on CS fundamentals** (operating systems, networking, distributed systems) and focus on those you've worked in.
- **Recall previous designs** as they are a good starting point for you to think about how you'd answer a design question.
- **Research** how the hyper-scale companies have built their systems (Google File System, Facebook TAO cache, Amazon S3) and build a list of basic concepts used as it is a good place to refresh on CS.
- **Practice** using online system design questions and try to answer them on paper in roughly 30 minutes per question. For products, think about a product or service that you use and talk through your thought process as you design that product in 30 minutes.
- **Review the basics of hardware** (cost, performance, limits) across CPU, network and storage to give you a physical sense of what systems are currently capable of.
- **Think through tradeoffs** as we're much more interested in seeing how you

think through basic tradeoffs compared to only focusing on optimal solutions. For example, easy-to-build APIs vs. long-term APIs, UI complexity vs. server complexity, performance vs. scalability, latency vs. throughput.

During the interview

We may focus on specific types of systems (ads, distributed learning systems) or we may be more product focused. We won't expect you to know algorithms that you likely wouldn't know off the top of your head (i.e. quad trees or Paxos). Demonstrate an understanding of the low-level restraints and how they affect the high-level goals. Be sure to talk through your solutions while keeping in mind different tradeoffs. Some areas to discuss:

- **Testability:** formally, or otherwise, gaining confidence that the components are correct.
- **Usability:** customer's experience with the system or product and how to evolve it quickly.
- **Extensibility:** changing the software system over time.
- **Security:** can the system or product survive DDOS, spoofing, tampering, repudiation, etc.
- **Portability:** execution in different environments.
- **Availability:** how the system survives failures.
- **Scalability:** how the system can grow over time.
- **Operational characteristics:** diagnosing or debugging problems when they occur.

Example systems design questions:

- Design a key value store
- Design Google Search
- Architect a worldwide video distribution system

Example product architecture or design questions:

- Tell me how you'd design a client-server API to build a rich document editor
- Design a chat service or a feed API
- Design an email server

Final Tips for your Interview

- **Be yourself.** This means being open and honest about your successes and ways you've improved throughout your career. Also, be sure to call out how you have specifically added value to your team or projects you've contributed to. We value teamwork and what each individual member brings to the table.
- **Carefully review and familiarize yourself with the job description and perform research on Meta and the role.** Be prepared to answer why you are interested in this specific role and in working at Meta.
- **Please take the time to review our [mission statement](#) and [core values](#).** These values influence how we work together to fulfill our mission of bringing the world closer together. We also encourage you to take time using our products such as Facebook, Instagram, Messenger, and WhatsApp.
- **Prepare thoughtful questions for the interviewer(s).** Your interviewer may challenge your ideas, and you should be ready to speak not only to what you recommend or have experienced but the why as well. It is important to think outside the box and to approach problems from creative and different perspectives.

Post Interview – What to Expect

You can expect your recruiter to provide a specific timeline or updates along the way. Your recruiter will inform you of next steps after your interview as soon as they are available. Feel free to follow up with them if you have not heard within a week of your interviews.

Appendix / Resources

Below is a curated list of resources to get started and help you prepare.

Design Practice

- [HiredInTech – Algorithm Design Practice](#)
- [Grokking the System Design Interview \(Video\)](#)
- [System Design Primer \(GitHub\)](#)
- [HiredInTech System Design for Tech Interviews course](#)

Connect with Meta Employees

- Once you've made it to the onsite interview stage, request to interact with an employee and learn what it's like to work at Meta through the [Meta Connections Program](#).

Meta Resources

- [About Meta](#) website
- [Meta Newsroom](#) website
- [Meta Careers](#) website
- [Meta Life](#) website
- [Meta Diversity](#) website
- [Meta Employee Benefits](#) website
- [Interviewing at Meta: The keys to success](#) blog
- [Life at Meta as an Engineering Manager](#)
- [Founder's Letter](#)

Update personal information, track interview progress, and send thank you notes.

At any time during the interview process, you can track your progress, send thank-you notes and update your personal information all via the [Career Profile](#). If you do not receive a link from recruiting, you may create one.

Thank you for taking the time to review this guide!