

# We can't wait to meet you.

Tech Interview Preparation  
Pack 2023

Uber



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## Overview

We designed this pack to give you a headstart on your upcoming interview journey.

This pack is filled with information on our business, our team, how we hire, and tips to help you through the process.

Please note that this serves only as a rough guide on how to prepare for your interview, and we highly recommend you do further research to supplement.

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# Unparalleled growth at scale

The idea for Uber was born on a snowy night in Paris in 2008, and ever since then, our DNA of reimagination and reinvention carries on. We've grown into a global platform moving people and things in ever expanding ways.

- Rides (launched 2010): ridesharing leader in every region in which we operate,
- Uber Eats (launched 2015): largest food delivery player in the world ex-China (based on gross bookings)
- Uber Freight (launched 2017): bringing Uber tech to the vast, inefficient brokerage industry
- Since 2020 we are expanding into grocery delivery and more

[More on the history of Uber](#)

# 18M

Uber trips a day

# 25B

Cumulative trips completed

# 109M

Monthly active platform users

# \$142B

Paid to drivers and delivery people



# Go Anywhere, Get Anything

Ready to go?



Uber Rides



Access to [Rides](#), On-Demand

Uber for Business



Simplifying how your [business](#) gets around

Uber Freight



Flexible [shipping](#), anytime

Uber Eats



Have your favorite [food and groceries](#) delivered

[More information here >>](#)

# Life at Uber

## Reimagining with us

At Uber, we're constantly reimagining the way the world moves. We love going after the big problems and seizing the opportunities that come with challenging work. This means we sometimes have to make trade-offs and deal with difficult decisions that must be made. But it also means that here you will have an incredible opportunity to learn and grow. We encourage you to learn by doing and drive the kind of growth that best fits you.



# We reimagine the way the world moves for the better

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## Go get it

Bring the mindset of a champion

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## Trip obsessed

Make magic in the marketplace

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## Build with heart

We care

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## Stand for safety

Safety never stops

---

## See the forest and the trees

Know the details that matter

---

## One Uber

Build for something bigger

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## Great minds don't think alike

Diversity makes us stronger

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## Do the right thing

Period



# Engineering at Uber

We build the technologies that power our platform. We thrive on the scale of our global footprint, the gratification of solving hard challenges for millions of users around the world, and being at the forefront of smart experiences and technologies.





# Uber Engineering - Global Hubs



12 Locations

# Tech Org Overview



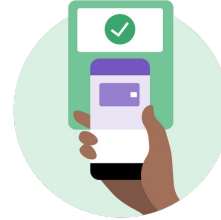
## Software Engineer

Software Engineer  
Backend Engineer  
Frontend Engineer  
Engineering Manager  
Freight



## Data Science

Data Scientist  
Data Analyst  
Data Engineer  
Data Success Lead



## Product

Product Manager  
Product Designer  
UX Researcher  
UX Engineer

# Great minds don't think alike

We're creating a workplace that is inclusive of everyone, where every person can be their authentic self, and where that authenticity is celebrated as a strength.

## Advocating for LGBTQ+ inclusion

Consistently ranked as one of the best workplaces for LGBTQ+ through community outreach, training, and recruitment and retention.

## Welcoming everyone

Process, resources, and technology are put to work so that Uber can be a welcoming platform for riders and drivers and a supportive place to work for employees, who represent more than 70 countries.

## Cultivating an inclusive and diverse workplace

Our Employee Resource Groups (ERGs), led by employees, help to offer community, build belonging, foster our mission and values, and serve as sounding boards for global inclusion while maintaining a localized focus.



# Meet our ERGs: Ambassador Program



## Able at Uber

Uber's community for caregivers and employees living with disabilities

Regions: all



## Immigrants at Uber

Uber's community for immigrants

Regions: US & Canada, EMEA, APAC, India, LatAm



## Pride at Uber

Uber's Community for LGBTQ+ inclusion and diversity

Regions: all



## Asian at Uber

Uber's Asian community

Regions: US & Canada, APAC, LatAm



## Interfaith at Uber

Uber's community for those with religious or spiritual beliefs & cultures.

Regions: All



## Sages at Uber

Community for employees of all generations

Regions: US & Canada



## Black at Uber

Uber's community for Black employees and allies

Regions: US & Canada, EMEA, LatAm



## Los Ubers

Uber's community for Latinx employees and allies

Regions: US & Canada, EMEA, LatAm



## Veterans at Uber

Uber's community of military veterans and spouses

Regions: US & Canada



## Parents at Uber

Uber's community for parents and caregivers

Regions: all



## Women at Uber

Uber's community for women, gender non-binary employees, and allies

Regions: all

As part of our ERG Ambassador Program, you can meet with an ERG member at the final stage of your interview process.

This is completely voluntary and will have no impact on our hiring decision. It's simply an opportunity to learn more about what it's like to work at Uber.

### Step 1: Select the ERG(s)

Pick the ERG(s) you'd like to meet a member of for a casual (virtual) coffee-chat. You can find more information about our ERGs [here](#).

### Step 2: Sign up for an ERG Ambassador chat [here](#)

Select "opt in" on the top right-hand corner of the page to submit a request form, and we will take it from there!

# The interview process

This is a typical interview journey candidates have when interviewing with us.

This serves only as a guide, as processes can differ based on the skills requirement, seniority and complexity of the role. Please refer to your Talent Advisor for your specific interview process.

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## Talk with a Talent Advisor

You'll start the interview process by talking with a member of the Talent Acquisition team about the role and your experience. This is a general conversation about your background and skill set as they relate to the role.

## Business Phone Screen

If the opportunity seems like a good fit, you'll next speak with someone on the team for the role. During this conversation, they will ask more about your experience and skills, and you'll have an opportunity to ask detailed role-specific questions.

## Functional exercise or assessment (role dependant)

We often present candidates with a job-related task or work simulation to help us understand your functional knowledge and problem-solving approach. This could be anything from an analytics assessment, written assessment, or portfolio review.

## Business interview

The next step is often to meet the team and cross-functional colleagues. Interviewers will ask you various questions about core skills needed to be successful in the role. If you completed an exercise, you might be asked to do a presentation.

## Hiring decision determined

Our talent advisors partner closely with the hiring team to review each candidate's performance against specific job criteria. The team works together to reach a decision and your talent advisor will be in touch about the outcome. Fingers crossed!



Hello



# Tips on preparing for your interview

## What is a skill-based interview?

Also known as a behavioural interview, we use this method to assess specific skills and behaviour required to do this role through the examples you share.

Through these scenario-based questions, we seek to understand how you will work in real life.

Some of the skills we might be assessing you on are business acumen, problem-solving, stakeholder management, teamwork, communication etc.

Your Talent Advisor will share the relevant skills with you in more detail.

## How can I prepare?

Read through the job description, and be prepared to talk more about your previous work experience in more detail.

Tell us about the research you've done on Uber. Think about what you've seen that has impressed you, and what you've learned that you didn't know before!

Make sure you test out the CodeSignal link (if applicable) to make sure you have access and familiarize yourself with the whiteboard tool.

[CodeSignal FAQ](#)

## Why do you want to join Uber?

It sounds obvious, but it is really important for us to know why you want to join Uber!

## How should I structure my answers?

Think of the STAR method when answering the questions - Situation, Task, Action, Result.

As much as possible, be data-centric in your answers. We back up most of our decisions with data, so prepare to talk about how you use data within your role.

## How long will each interview round take?

Your interview duration can vary depending on what stage you are at in the recruitment process and the role you're applying for. Typically, each interview round can range anywhere between 60 to 90 mins.

## How can I get an update?

Your Talent Advisor will reach out after your interview(s), on the outcome of your interview / next steps. If you'd like to obtain feedback, please connect with your Talent Advisor.



# Tips for your virtual interview

- Check you have a good internet connection!
- Please [download Zoom](#) on your laptop and/or your phone as this is the platform that we'll be using for your interview.
- **Test** the video conferencing link & any tools links provided to you in advance to check for any technical issues. **Contact us** ahead of time if you encounter any difficulties in setting up your call.
- Set up a conducive space for your interview:
  - Find a **quiet area** with **good lighting**, ideally in front of a clear wall. Make sure there is no strong light source/bright window behind you as this will cast shadow on your face on camera, which makes it difficult for your interviewer to see you.
  - Use a [virtual background](#) if you struggle to find a good background in your physical location.
  - **Turn on your camera** and make sure that your full face is visible on screen and not cropped off. Do let us know if you are not comfortable with this.
  - Ensure that you have a **good microphone and speaker**. We recommend using headphones.
  - **Minimize distractions** around you, and turn on silent mode on your phone.
- Join the call **a few minutes before** your scheduled interview time.
- **Fully charge your device** prior to the interview.
- Grab yourself **some water** - you'll be talking for the majority of the call!





# Tips for visiting our offices

Please consult your recruiter for any questions you may have regarding your nearest office location and/or any expectations required before coming on-site.

Please disclose to your recruiter if you've recently been exposed to COVID-19.\*

**What is Envoy?** Envoy is Uber's visitor (self attestation) registration system. Many sites have Envoy iPads set up at reception to collect visitors' contact information, photo and sign required documentation. *Those who do not have access to ServiceNow will be asked to use Envoy daily to check in.* Uber employees, EXT's, vendors, and visitors, will use the Envoy process [if available] into the workplace.

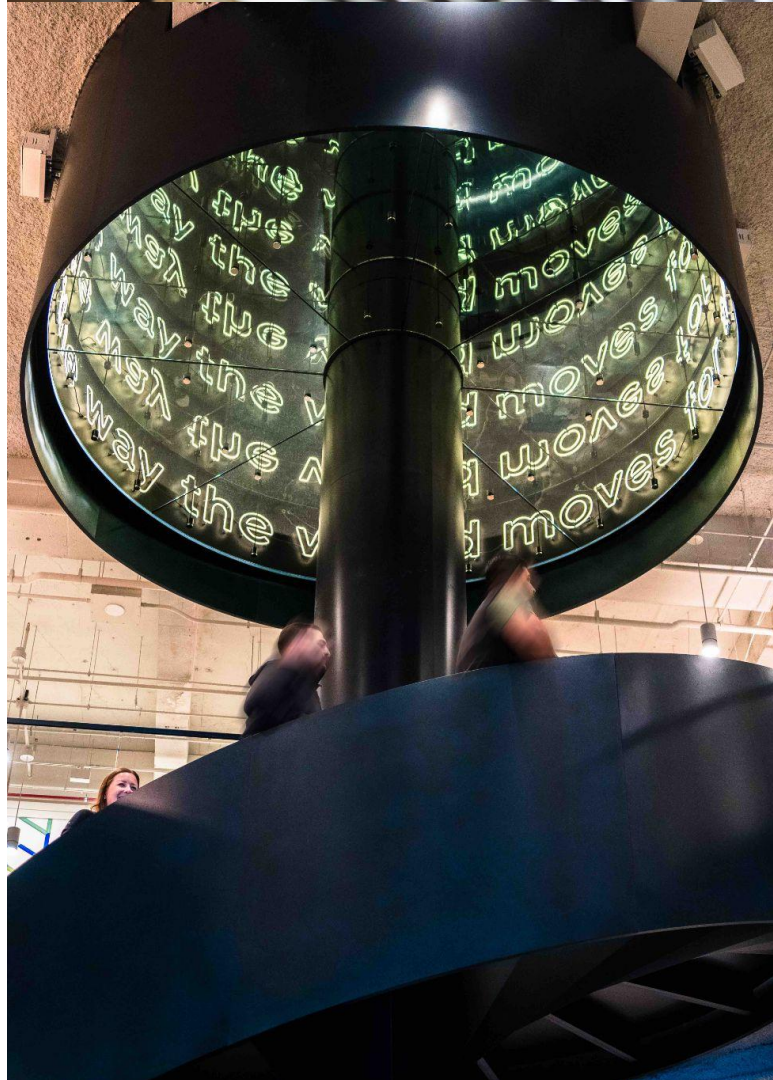
You **MAY NOT** enter uber offices if **you meet one of these conditions:**

- You have been diagnosed with COVID 19 and are currently isolating according to local health authority guidelines
- You currently have COVID 19 results pending
- You have recently been exposed to a person with COVID 19 and are currently self isolating according to local health authority guidelines

You are considered "fully vaccinated" if it has been at least 14 days since you received the last dose, as recommended by the manufacturer, of a vaccine that has been listed for emergency use by the World Health Organization ([WHO](#)) globally, or authorized by the FDA for use in the United States, including vaccinations that have been approved pursuant to an Emergency Use Authorization. Definitions under local laws may also apply.

\* Boosters do not change the fully vaccinated status.

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# Our return to office\*

It's still early days as we look to find the right long-term model for Uber, yet we want this to continue being a great place for our current and future employees, and that means adapting to different needs.

Our hybrid work approach focuses on increased flexibility.

As some cities / countries are starting to return to normality, we will communicate on our plans to return to the office in accordance with the latest, local government guidelines.

**Please check with your Talent Advisor for the most up-to-date information on return to office and workplace flexibility.**

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## More location flexibility

Employees may have more flexibility on their preferred office location, choosing from a list of dedicated team hubs, instead of being limited to their pre-pandemic location.



## Fully remote options

We'll provide more flexibility for some employees to be fully remote. We know certain jobs can be successful without being in an office, and we're establishing a process to apply to be fully remote if employees think that's best for them.



## 50% office time

Employees will target spending at least 50% of their time in the office. This can be 3 days one week and 2 days the next week, or 5 days one week and 0 days the next week, depending on what works best for them and their team.

## Working Remotely

If hired, you may be onboarding with us remotely. Here's a glimpse of what that entails:

- Your laptop and all other equipment will be sent to your registered address
- Your onboarding activities would then be conducted virtually, via Zoom. In fact, we use Zoom for all of our meetings, so you won't have to worry about missing out!
- All of our online tools and software are accessible remotely

*\*Policies are subject to change and may differ depending on your location and position.*

# Additional Resources



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## [About Uber](#)

Our company's main website where you can find everything you need on our business, products and more.

## [Diversity, Inclusion & Culture](#)

Deep dive into Bo and Dara's testimonials on our commitment to building a more inclusive workplace.

## [Meet our Leaders](#)

Meet our executive team and our board of directors and get to know the work they do in driving Uber's growth globally.

## [Careers at Uber](#)

Discover more information about life working at Uber.

## [Careers Blog](#)

Dive deeper into stories of working at Uber.

## [Newsroom](#)

Catch up on our latest business updates and product developments across the globe.

## [Investor Presentation](#)

Take a peek into our business through this deck that we presented in our recent investor's meeting, held in February 2021.

## [COVID-19: Helping to move what matters](#)

Find out more on how we have got ourselves involved in helping local communities during this unprecedented global pandemic.

## Our social media presence



[Uber Eng Blog](#)



[@UberEng](#)



[@UberEngineering](#)



[@uber](#)  
[@uberindia](#)



[@Uber](#)



# Good luck!

We hope that we've answered some of your questions, and helped you get a glimpse of what is it like to be part of Uber.

We look forward to meeting you soon. All the best!



[Help us make this better](#)

