

Engineering Bootcamp

Bootcamp is Facebook's intensive onboarding for newly hired engineers to get you up to speed, both technically and culturally. We'll immerse you in our codebase while giving you flexibility in choosing your first project.



What Is Bootcamp?

Bootcamp is Facebook's onboarding program for engineers. It's a great opportunity for you to get acclimated to Facebook's codebase and our culture over a course of 5 dedicated weeks. Additionally, you'll be able to choose a team based on your interests and background. **Here's what it's like:**



- **Attend classes:** Our very own Facebook engineer-led courses incorporate lectures and hands-on labs spread out over 5 weeks, and are required for all software engineers and engineering managers new to Facebook.
- **Work on real tasks:** You'll fix bugs and build real features from across our codebase while working with an engineer who is familiar with that particular area.
- **Build a network:** Bootcamp is a great opportunity to meet and build a network of engineers not only in your home office, but across the globe. These are relationships you'll keep for your whole career.
- **Work with mentors:** All bootcampers are paired with a Bootcamp mentor who will be your point of contact for any questions you may have.

Team Selection

At other companies, you may typically interview with one team or a couple teams. In that short time, it can be really difficult to get a true feel for what a team is like. The goal of team selection is for you to find a team at the intersection of your passion and skillset where you believe you can have the most impact. This is a great opportunity to explore and get to know different teams before making a final decision.

Benefits for You

- You can work on actual team projects and get hands-on experience with a team and their code. You can also meet with engineering managers, spend time sitting with them and attend team meetings.
- You'll have a chance to explore all teams with an opening in your home office. Facebook is growing and there will always be new positions being released to maintain a wide variety of projects, skillsets and teams.
- As an employee, you'll have knowledge of internal and confidential projects that you may be interested in.

Benefits for Facebook

- Because engineers in Bootcamp have all gone through the same interview process, it allows us to fill roles as they are needed as well as move fast when priorities evolve since there is a constant flow of incoming talent.
- You'll be more productive and be happier at Facebook if you get to choose your role and you're excited about what you do every day.

All bootcampers going through the team selection process find a team during Bootcamp!

What if my role isn't at HQ?

If you won't be based at HQ in Menlo Park, we encourage you to visit HQ during your first half on your team and attend a company event like participating in a hack-a-thon, company all hands, visiting a partnering team or XFN partner. After you complete Bootcamp and join your team, this is something you will be able to discuss with your manager!

Beyond Bootcamp

Once you've been at Facebook for a bit, we've got lots of other ways to enable your tech development and growth throughout your time here. When you're looking for a change or interested in learning a new skillset, we're here to support your career growth.



Android Academy

Learn how to work effectively in our Java codebases for products like Facebook for Android, Facebook Messenger and more. We'll dive deep into the technologies and custom frameworks that enable us to scale Android development to hundreds of engineers.

Coaching

Want to level up and perform better? No matter where you're at in your career, you can work with an experienced Facebook engineer to improve various skills, such as communication, task prioritization, tech lead transition, or understanding how to maximize your impact.

Hackamonth

Looking for a change? Hackamonth is your opportunity to try out new projects and work on a completely different team for a month. These can be used to move to more urgent projects around the company, facilitate team transfers, cross-pollinate ideas and best practices, or increase your breadth of knowledge about our codebase.

iOS Academy

Learn how to work effectively in our Objective-C codebases for products like Facebook for iOS and Facebook Messenger. You'll get training in the technologies and custom frameworks that enable us to scale iOS development to hundreds of engineers.

Machine Learning Academy

Machine Learning Academy is a series of machine learning courses and labs that provide both a solid foundation in machine learning, as well as the practical skills needed for developing machine learning applications at Facebook.

Perf Academy

Learn about software performance optimization at Facebook. You'll take 3 half day sessions filled with lectures, demos, and labs that explore C++, system optimization, OS optimization, compilers and more. Use these skills to participate in a perf-a-thon and implement efficiency into your services by writing efficient code from scratch.