



## Hello & Welcome to the Karat Interview Engineer Community!

The purpose of this document is to give you a brief overview of Onboarding so you know what to expect before you get started.

- Time Commitment
- General Outline
- Sample Schedule
- Compensation

### Time Commitment

**Onboarding requires about 20 hours of work and must be completed within 14 days.** In our experience Interview Engineers who complete onboarding swiftly and without gaps have picked up the information quicker and performed better overall. Karat will be monitoring your progress to ensure you are meeting the expectations. If there are delays and/or you are unresponsive, we unfortunately will have to deactivate you. Of course we know life happens - so if an emergency arises please reach out to the Community Ops team in the #onboarding-self-study slack channel.

**Self Study:** To be completed in 2 days

**Assessment Phase:** Please set at least 10 hrs of availability per week to ensure you can be booked for Assessments/Live Review in a timely manner. It's helpful to have a couple days with a solid block of at least 4 hours. *See sample calendar below.*

On average, folks are in the Apprentice phase for 4 interview days at minimum, and at a maximum of 2 weeks, however this can vary depending on volume, your availability, progress and mentor recommendation.

Upon completion of the Apprentice phase, if graduation to Expert is achieved, a total incentive of \$1,000 is paid out. *See detailed breakdown below.*

## General Outline

### 1. Onboarding Phase:

The Onboarding phase consists of independent self-study via completion of lessons and two interview content question qualifications. After that, you will conduct your first assessment interview, followed by a Live Review meeting with one of our mentors who will provide written feedback to determine your readiness to conduct interviews with real candidates. You will then conduct your second and final assessment interview.

*Assessment Interview:* A full standard Karat Interview with you as the Interview Engineer and a member of the Mentor Team acting as the candidate.

*Live Review:* A meeting over Zoom with a member of the Mentor Team during which they'll review your interview with you.

Days 1 + 2 → Independent Self-Study (16 Lessons total Time: ~8 hours)  
Day 3 / 4 → Assessment Interview 1 & Live Review (Time: 1.5 hours each)  
Day 5 / 6 → Assessment Interview 2 (Time: 1.5 hours)

## Decision After Assessments

After you complete your assessments, the mentor team will review your progress and recommend a decision. Based on their feedback you will hear directly from the Community Operations Team if you are being moved forward to the Apprentice Phase or if you have not met the bar to move forward and will be deactivated.

## 2. Apprentice Phase:

This phase is characterized by personal involvement with a Mentor who will provide written feedback to you for interviews you conduct. Apprenticeship is the phase where you will conduct interviews for clients with real candidates. Both your Mentor and the Community Operations Team will be reviewing your performance and guiding you towards the Expert level.

## Sample Schedule

Availability is flexible 24/7 and weekday, evenings & weekend availability are all acceptable.

### Sandbox Interviewer's Calendar

America/New\_York



	23 Sun	24 Mon	25 Tue	26 Wed	27 Thu	28 Fri	29 Sat
12pm							
1pm							
2pm	<div>2:00pm - 5:00pm AVAILABILITY C type: interview, mentoring smart_scheduling: enabled late_cancel_rebooking: enabled</div>		<div>2:00pm - 5:00pm AVAILABILITY C type: interview, mentoring smart_scheduling: enabled late_cancel_rebooking: enabled</div>			<div>2:00pm - 5:00pm AVAILABILITY C type: interview, mentoring smart_scheduling: enabled late_cancel_rebooking: enabled</div>	
3pm							
4pm							
5pm							
6pm							
7pm							
8pm		<div>8:00pm - 9:30pm AVAILABILITY C type: interview, mentoring smart_scheduling: enabled</div>			<div>8:00pm - 9:30pm AVAILABILITY C type: interview, mentoring smart_scheduling: enabled</div>		
9pm							

# Compensation

	Onboarding	Apprentice	Expert
<b>Interview Rate</b> (approx 60 minute interview + 30 minute writeup)	\$80	\$80	\$100
<b>Late Cancel Interview</b> (canceled less than 24 hours)	\$50	\$50	\$50
<b>Consulting Hourly Rate</b> (non-interview consulting work)	<i>n/a</i>	<i>n/a</i>	\$70
<b>Candidate Accommodation</b> (interviews extended by 30 minutes)	<i>n/a</i>	\$50 (plus \$80 normal interview rate)	\$50 (plus \$100 normal interview rate)
<b>Incentives</b>		Question Qualification (\$100 for each question up to \$200 maximum)	Expert Graduation! \$1000 (\$240 paid out during onboarding + \$760 after Apprentice graduation)
<b>Incomplete Onboarding: Self-Study</b>	\$0	<i>n/a</i>	<i>n/a</i>
<b>Incomplete Onboarding: Assessment #1</b>	\$80	<i>n/a</i>	<i>n/a</i>
<b>Incomplete Onboarding: Assessment #1 + Live Review</b>	\$160	<i>n/a</i>	<i>n/a</i>
<b>Incomplete Onboarding: Assessment #1, 2 Interviews + Live Review</b>	\$240	<i>n/a</i>	<i>n/a</i>
<b>Referral (IVE)</b>	\$500-\$1,500 if leveling benchmarks are achieved by your referral		
<b>Referral (Client)</b>	\$1,000-\$3,000 depending on deal made with client partner		