DEV JOB INTERVIEWS

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WHAT ARE WE COVERING TODAY?

‣ The interview process
‣ Resume walkthroughs
‣ Behavioral interviews
‣ Technical interviews
‣ General tips & tricks
‣ Group exercise
‣ Q&A

INTERVIEW PROCESS

WHAT MIGHT HAPPEN DURING THE INTERVIEW PROCESS

‣ Pre-interview code test
‣ Github review
‣ Portfolio / resume walkthrough
‣ Behavioural / cultural interview
‣ Technical interview
‣ Discussions about tech projects that inspire you
‣ On-site code test / pair programming

WHO YOU MIGHT SPEAK TO / HOW IT MIGHT GO

‣ Conversation with recruiter / hiring manager
‣ Individual meetings with manager or multiple manager
‣ Individual or group meetings with potential colleagues / team members

ANYTHING FROM A SHORT 1 HOUR (OR LESS) MEETING TO A DAY-LONG SET OF ACTIVITIES

WALK ME THROUGH YOUR PORTFOLIO/ RESUME

PORTFOLIO/RESUME WALKTHROUGH

KEEP IN MIND THAT IT'S DONE TO TEST YOUR…

‣ Presentation skills
‣ How you organise information
‣ Logical flow
‣ Speaking from the heart
‣ Ability to separate relevant from irrelevant information
‣ Confidence in your journey

PORTFOLIO/RESUME WALKTHROUGH

DO:

‣ Know your collateral back to front!

‣ Prepare and practice your responses

‣ Be prepared for follow up questions about your projects - e.g. if you could do it again, is their anything you'd do differently?

PORTFOLIO/RESUME WALKTHROUGH

DON'T:

‣ Get bogged down in too much detail

‣ Digress from the thread of your story

‣ Mention irrelevant points

‣ Read straight from your portfolio/resume

BEHAVIOURAL INTERVIEW QUESTIONS

GEARED TOWARDS UNDERSTANDING HOW YOU WORK, WHAT MOTIVATES YOU, AND HOW YOU DEAL WITH COMMON WORKPLACE SITUATIONS.

- Based on the assumption that past behavior is the best predictor of future behavior

- Looking to understand how you act and react in certain circumstances

- Seeking specific "real life" examples of how you behaved in situations relating to the questions.

IN MORE DETAIL, THEY MIGHT BE INTERESTED IN YOUR...

Ability to handle stress

Adaptability

Analytical skills / problem solving

Attention to detail

Client focus / customer orientation

Communication

Creativity

Decision-making

Goal setting

Initiative

Integrity / honesty

Interpersonal skills

Leadership

Planning / time management

Sales / negotiation

Teamwork

Tenacity / resilience

BEHAVIOURAL ASSESSMENT

Examples of what the interviewer might want to know:

‣ How you handle difficult situations and bad experiences, and how you move past it

‣ What your strengths and weaknesses are

‣ What gets you frustrated and excited

‣ What you could contribute to the company

‣ How you deal with conflict

‣ Why you think you're a good fit for this position

SITUATIONAL QUESTIONS

Follow the STAR format:

‣ Situation / Tasks: describe the exact situation you were in or task you had to accomplish

‣ Action: describe your specific role on the team

‣ Results: describe what happened:

- How does the story end?

- Did you accomplish the goal?

- If not, then describe what happened - what did you learn?

TECHNICAL INTERVIEW

The interviewer is obviously gauging your level of experience and knowledge in the field!

Some common questions:

‣ What is functional programming?

‣ What is a memorable problem you faced whilst coding during the course and how did you approach it/ overcome it to find the solution and what was the solution?

‣ What is ES6?

‣ More: https://github.com/h5bp/Front-end-Developer-Interview-Questions

CODE TEST

Different for every company…but something like this:

- Get sent code test to do at home and send back

- If you impress, you may get invited in to do another test in your interview which is often done pair programming with one of their devs, talking your way through your approach etc

- Tips – think out loud as much as possible to show how you're approaching the problem. Even if you can't finish the test in time, it's how you work that counts

- Get practice at: https://codility.com/programmers/

INTERVIEW THE INTERVIEWER

FOLLOW UP QUESTIONS – WHY?

The interviewer wants to make sure you understand the role and the company…They also want you to demonstrate independent thought and interest in the subject matter.

It is also your opportunity to find out more about the company to decide if it's the role for you.

SAMPLE FOLLOW UP QUESTIONS:

‣ Describe the culture at your company.

‣ How big is your company?

‣ What is the team structure?

‣ How closely will I be working with clients?

‣ Do you work on projects end to end?

‣ How does the dev team work with other teams e.g. design/UX?

‣ How do you define success?

‣ Tell me about your process

‣ How long have you been at the company?

‣ What would my typical day like?

GENERAL TIPS

PREPARATION

‣ Research the company's basic details
- Company website for its offerings, press releases, priorities, team culture, etc.
- Key players & their stories (check out their LinkedIn profiles, and anything else that gives a sense of what's important to them)
- Look at job descriptions (not just dev jobs) to understand what the company values
- Visit social media links for the company

‣ Practice questions to ask during the interview (don't ask anything that you could have found out through prior research)

‣ Practice your elevator pitch

LOGISTICS (FOR FACE-TO-FACE INTERVIEWS)

‣ Arrive early – about 5-8 min before interview. Check in with the reception, letting them know that you arrived and your appointment starts in 5-8 mins. That way your interviewer would know you are punctual (without rushing) and you would have time to settle.

‣ Dress a notch up – from what you would wear everyday at that place of employment.

FIRST IMPRESSIONS – YOU WANT TO SPARKLE!!

‣ Make eye contact and a good handshake
‣ Engage your interviewer – ask questions…how's your day, how was your weekend etc etc?
‣ Listen!

REMEMBER TO BREATHE AND BODY LANGUAGE

‣ Whenever you are asked a question, even if you know the answer, stop!
‣ Pause for 3 seconds
‣ Take a deep breath before you answer - it calms your nerves
‣ Oxygen feeds the brain so you can think
‣ Chin up, eye contact and don't fidget

FOLLOW UP AFTERWARDS

‣ Send a message of thanks – for their time, and for sharing their insights about the business. Identifying the key things that you got out of the interview and things that really excited you about the conversation.

‣ Clarify next steps – particularly if it was left somewhat vague (or if you spoke with lots of different people during the day).

INTERVIEW QUESTIONS- EXERCISE

TASK: INTERVIEW QUESTIONS

‣ Find a buddy.

‣ Each choose one question from the list that you are uncomfortable answering. (Or compose your own)

‣ Take in turns to share your answer and give your buddy feedback/help in composing.

‣ Share with the group.

Q&A

Thank you!