

Interviewing (Welcome to Hell 🐈)

a data scientist should be able to
run a regression, write a sql query, scrape a web
site, design an experiment, factor matrices, use a
data frame, pretend to understand deep learning,
steal from the d3 gallery, argue r versus python,
think in mapreduce, update a prior, build a
dashboard, clean up messy data, test a hypothesis,
talk to a businessperson, script a shell, code on a
whiteboard, hack a p-value, machine-learn a model.
specialization is for engineers.

Interviewing (and Job Searching) is
incredibly random.

Focus on the things you can control:
Your actions before, during, and after
the interview.

Agenda

1. Overview of Interviewing
2. Preparation for an interview
3. Interviewing best practices
4. Interview assignment walkthrough

Learning Outcomes

By the end of this session, you should be able to:

- Explain hiring from the company's point of view.
- List the positive attributes you should display during interviews.

Interviewing is a skill.

Company Hiring Logic 101

What is the company's goal in interviewing?

1. To reject you!
2. See if you can form coherent English sentences as a proxy for you doing the actual job.

NOT to get to know you as a beautiful individual with a unique history.

Hiring Decision as a Binary Classifier



		Actual	
		Positive	Negative
Predicted	Positive	True Positive	False Positive
	Negative	False Negative	True Negative

False Positive (FP) hires are very bad for a company.

False Negatives (FN) are ignored.

The company sets a hiring threshold that minimizes FP while allowing FN.

Combat the easy reasons
to say no.

Easy reasons to say no

1. Not a pleasant person. People want to work with pleasant people.
2. Can't contribute to mission or makin' money. Either have the skills right now or easily coachable.



General Guidelines

- The interviewer is leading . You are following.
- Play, "Yes, and..."
- However, they may suck at interviewing. Then have to start leading and making your own points.

General Interviewing Advice

1. Disposition is important.
2. Start slow, finish strong.
3. Nail common questions.

Disposition is important



Disposition is important



Disposition is important

Negative Attributes	Positive Attributes	Positive Behaviors
Needy / Entitled	Independent / Grateful	Google before asking. No task too small.
Sloppy	Detailed-oriented	Follow directions as stated and intended.
Lazy	Hard-working	Complete the work early. Do extra.
Bad body language	Poise	Eye contact. Not doing something else.
Unprepared	Ready to start work	Have all items in working order.
Disorganized	Prepared	Write things down. Track progress.
Poor attitude	“up”, pleasant, calm	Shut your mouth. Don’t complain.
Not coachable	Eager to improve	Listen to suggestions. Ask, “Is that what you had in mind?”

Start slow, finish strong

- Before your first words, take a nice deep breath and then start talking.
- End definitively. Especially on video make a clear cue you are done speaking.

Takeaways

- Company want to say no. Make it difficult for them to say no.
- Focus on the aspects you can control.