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Facebook UX Research Interviews

K kXbs00
May 11

How are the interviews for UX Research roles?

Facebook UX Research Interview

Questions

1. Can you give me an overview of interview process for UX Research roles at Facebook? What format should I expect and what kind of questions are asked during interviews?
50 words minimum.
2. How can I stand out based on what's being evaluated?
50 words minimum.

1 Answer

J jHiz62 Facebook
May 12



1. Can you give me an overview of interview process for UX Research roles at Facebook? What format should I expect and what kind of questions are asked during interviews?

Here is how the interview process typically works:

1. Phase 1: Call with a recruiter/sourcer to gauge your interest and skillset initially. Typically all research managers have an ask for type of skillset that they've already specified to the recruiter (quant, qual, mixed methods etc).
2. Phase 2: Based on initial screening, you get setup for a phone interview. The phone interview will be a video call, where an interviewer walks through a sample problem with you. No right answers, the attempt will be to understand how you think about the various different constraints involved in a problem and come up to a solution. This is typically fairly collaborative, and the interviewer asks questions to direct you a bit.
3. Phase 3: This is the onsite, you come in and present on some of past work, details on this will be provided by the recruiter. The folks who join your presentation will also interview you through the day. They will have a preset coordinated list of questions that go over various aspects of what it means to be a successful researcher at FB. You will get quite a few skill questions that start with a few assumptions and ask you to lay out a plan for research that can test those assumptions. Example would be ""feature Y is not doing very well in country X, how would you structure a study to find out if that's true and what factors might be contributing?"" Some interviews will also go into your stakeholder management skills and ask behavioral questions around things you might have done in the past that serve as examples of certain traits.

2. How can I stand out based on what's being evaluated?

There are a few things you should do:

1. Prepare a ton! Read up a LOT on traditional UX Research methods, anyone you will talk to during the interview will be well versed in all of that, so they expect the same knowledge from you.
2. Be methodical and talk out loud. As I said before, for most sample problems there isn't really a right answer, this is not engineering that you are trying to optimize from $O(n^2)$ to $O(n)$. What the interviewer really wants to understand if you think well on your feet, if you have a system for how you think through problems. Do you use methods appropriately and know the limitations that they come with. If you can talk to the pros and cons of a method but still justify its usage in a particular scenario. Basically before saying you'd use a diary study, ask a ton of questions to ascertain that it is absolutely the method that maximizes the insights you will get. Don't say diary studies just because you think it is a fancy or complex method.
3. Be nice and respectful. A huge part of FB is its culture and that's what folks are looking for in the interview too. It takes one bad hire to start ruining it and that's why people have to go through a ton of training to become an interviewer. They will typically be very nice and respectful, you should do the same.
4. Last but not the least believe in yourself. UX Research is a hot new field with tons of opportunity. If you're good, you will get through. And even if you don't there is so much other interesting work to do in the space. Back yourself to get in and you will!

K kXbs00 ★★★★★

I'm a bit nervous about what to expect but this helped quell my fears. A lot is riding on this opportunity for me personally. Thank you so much giving me that assurance. Having received such great insight, I hope I can live up to these words! All the best!



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