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Job Interviews

Facebook TPM

A

aYoz30 Cognizant

May 14

Facebook Technical Program Manager Onsite Interview. I have completed my phone interviews and wanted to know the process and evaluation criteria for TPM interviews at Facebook.

Facebook

TPM

Questions

1. How many typical interviews and what is the best prep for interview?

50 words minimum.

2. How are TPM's evaluated in interviews and what are some tips and guidance for preparing for interviews

50 words minimum.

3. I saw in blind , there would be system design interviews. Is this large scale or object oriented? If there are 2 system design interview, will both be large scale system design? Also will the system design interview be conducted by SWE or TPM?

50 words minimum.

4. What is expected in behavioral interviews? Is following STAR framework good?

50 words minimum.

5. What is the best prep for System design?

50 words minimum.

1 Answer



Dios Facebook

May 14

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1. How many typical interviews and what is the best prep for interview?

A typical onsite look has 5 45 minute interviews:

Coding (TPM), this will be whiteboard coding to look for technical signal

Systems (TPM), building a large scalable solution and identifying bottlenecks and tradeoffs

Program/business sense, ability to work directly with the program team

Partnerships, general program collaboration

"Cultural" (autonomy, initiative, ability to self-unblock)

2. How are TPM's evaluated in interviews and what are some tips and guidance for preparing for interviews

Facebook is a chaotic (at times) place to work, with a flat-ish org structure and a broad set of expectations that will often times take you outside of your defined job. Interviewers are typically looking for signal that the candidate is able to make independent decisions, self-unblock, and contribute in a variety of different ways that will span technical, project management, product strategy, and general collaboration.

3. I saw in blind , there would be system design interviews. Is this large scale or object oriented? If there are 2 system design interview, will both be large scale system design? Also will the system design interview be conducted by SWE or TPM?

It's more systems-oriented, conducted by a TPM typically as it's a TPM-specific interview. Mostly we're looking for technical depth and ability to drive the discussion technically, identify weak spots in a proposed design, and make reasonable decisions with pros/cons given some constraints. This is less rigorous than the full SWE system interview.

4. What is expected in behavioral interviews? Is following STAR framework good?

Not familiar with the STAR framework, but we're looking for general independence, initiative, ability to self-unblock, and cultural "anti-patterns" (ex: being political, empire building, hand-waveyness, etc.). Facebook takes a bit of a startup mentality here, where your job is loosely defined and you'll wear many hats. We're looking for comfort with that approach and a willingness to chase the largest problem at any given time.

5. What is the best prep for System design?

Largely the questions are designed to be difficult to prep for. But think about the core tenets of a large system design: common decision points, how to scale vertically and horizontally, and be ready to give examples from your past to illustrate a few key points. Perhaps around scaling, redundancy, disaster recovery, etc.

A aYoz30 ★★★★★

Thanks. This helps my prep



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