FullStack Labs Interview Process Overview

The purpose of this document is to provide an overview of FullStack Labs' interview and hiring process, so that candidates understand what to expect when interviewing with us.

General Coding Assessment

- You have separately been provided a general coding assessment by email from CodeSignal. Please submit the assessment within 48 hours of receipt. The assessment has a time limit of 70 minutes to complete.
- We will then review the assessment and let you know if you are, or are not, moving forward.

Prior to Interview #1

- If we have you move forward to Interview #1, please familiarize yourself with our Playbook, which describes our custom software development process, as well as our Mission Statement and Company Values. They can be found at the following links:

    - https://www.fullstacklabs.co/playbook
    - https://www.fullstacklabs.co/mission

- As is further described below, there will be a Coding Challenge in a specific technology that will be sent after Interview #1. When interview #1 is complete, you will immediately receive the 75-minute Coding Challenge which you will need to complete in the following 36 hours. So please pick a time for Interview #1 that will allow you to complete the Coding Challenge during the following 36 hours.

Interview #1

- Interview #1 will be a 45-minute Zoom video conference interview with Jorge Robledo, our Recruitment Director. You will be required to have your camera turned on during this interview, so we can speak with you face to face.
- The interview will include completion of a brief questionnaire that takes about 8 minutes.
- The remainder of the time will be spent in an interview with Jorge. Jorge will ask you general, non-technical questions. He won't provide a lot of information on the job itself - that will happen in interview #2.
- Upon the completion of interview #1, you will immediately receive the 75-minute coding challenge, which you will have 36 hours to complete.

75 minute Coding Challenge

- After the conclusion of Interview #1, we will send you a Coding Challenge. You will have 36 hours to complete the challenge, which takes 75 minutes.
- You will receive all of the information you need to proceed with the challenge. We will have you record the challenge and, once completed, you will email us the recording.
    - During the Coding Challenge a candidate will clone an existing client app and contribute a new feature to the application. The candidate will be expected to demonstrate proficiency with the requested technology.
- We will have you capture a screen recording using a program such as Loom or other screen recording software. Please ensure that you have the capability to record a 75 minute video

screen capture. The recording must be on a streaming site - we cannot download large files. The video must include audio of you explaining what you are doing.

- Candidates that do well with the interview and the Coding Challenge will be advanced to Interview #2 with our CTO Mike Piccolo.
    - In either case, we will email you to let you know if you are, or are not, moving forward.

Interview #2 - Final Interview - 30 minutes

- Interview #2 will consist of a 30 minute final interview with Mike Piccolo, our CTO.
- The interview will focus on your technical background, and will also provide you with more information on FullStack and the job.