# GLOSS GENIUS

## SOFTWARE ENGINEERING
## Preparing for Your Interview Loop at GlossGenius

The full loop interview is designed to assess your technical skills, help hiring managers and team members get to know you, and give you insight into the opportunities to build at GG. It will consist of several different conversations. To help you prepare, we created this comprehensive guide.

## Review, Practice and Prepare

- Use this guide to understand what we look for in each interview session.
- Practice for the technical interviews!
- [Check out our website](#) to learn more.

**Candidates will typically follow this interview loop process prior to a hiring decision:**

### Initial Recruiter Conversation

A recruiter will decide to speak with you or not following application review. In this conversation, you can expect a quick 20-30 minute phone chat to get to know you. Our recruiters will want to know why you're interested in this role and what you like working on. They will give more context on the role and GlossGenius.

### Pair Programming Exercise

If our Recruiting team determines that your skills and experience align to our open roles, the next step is for you to meet with 1 or 2 engineers for a 60 minute problem-solving interview. This will assess hands-on technical skills through a pair programming assessment.

- Be ready to code! This meeting will be a hands-on pair programming interview where you'll closely collaborate on a technical problem with one or two of our engineers. It will be a hands-on, technical exercise and is intended to simulate a real-world scenario. For instance, you may see your interviewers jump in and fix a semicolon, pull up API docs, or do a quick google search - all of this is fair game for you to do, too! The problem will be related to appointment scheduling and will involve string and date manipulation, so please prepare accordingly.
- Practice using [CoderPad](#)! Play around with the platform and [try their sandbox environment](#).
- Identify which coding language you want to use on CoderPad! It supports 30 languages each of which comes with their own set of libraries and support frameworks for everything from JSON parsing to unit testing. You can dig deeper into your preferred language [here.](#)
- Practice problems on [HackerRank](#) if you want to refresh your skills.

## Onsite Interview Process

Following the pair programming exercise, your recruiter will reach out to share the next step in the process: typically our onsite interview round. Candidates can expect a hiring decision after our onsite round, but in some cases, additional interviews may be necessary. If you need more time with the team to inform your decision, we will happily arrange it!

Your onsite interview round will include three different conversations:

- **Experience Interview (45 minutes)**
  - The goal of this conversation is to understand the depth and breadth of your engineering and technical experience. We use this conversation to ensure that we are assessing your skills at the right level and to place you in the right team. Questions will focus on how you have participated in various projects, how you worked with stakeholders, and challenges you overcame. We may dive into technical aspects like trade offs and the thinking behind certain decisions. You will not be asked to code or design, though you can feel free to use the whiteboard feature in Google Meet if it is helpful to you.
  - Resources:
    - For this conversation and in general, you may find this article regarding the STAR Method helpful. The STAR Method is just an acronymic approach to structuring your responses and reflecting on your work experiences.

- ■ [How To Use the STAR Interview Response Technique](#)

- **The Technical Interview (60 minutes)**
  - ○ This part of the interview will assess your ability to solve a non-trivial engineering design problem. Your interviewer will ask you a systems design question and evaluate your solution. The scope of the problem is intentionally wide: **you will need to design an entire system for a movie theater.** During this time, you can approach it  as Version 1 of a system. Our team wants to see that you understand the high level system design, and we don't expect you to dive deep into the areas with which you're not as familiar. That said, we will expect you to go deeper in areas of your strengths (frontend - web / mobile, backend, etc). Be prepared to talk about the reasoning for your decisions and to explain the tradeoffs of your solution. Expect to share your thinking both verbally and by using Miro, a whiteboarding tool. We strongly recommend you practice using Miro. You can sign up for free!
  - ○ Resources:
    - ■ [What are System Design Questions?](#)
    - ■ [Grokking the System Design Interview Course](#)
    - ■ [System Design Primer (Github)](#)

- **Values Interview (45 minutes)**
  - ○ At GlossGenius, we have big, ambitious goals. We are on a mission to revolutionize the business operations of salon and spa professionals, empower them, and become the center of gravity for these creative geniuses. We believe that our success relies on having excellent people operating in an excellent culture. To that end, we use this conversation to understand what is important to you in a work environment and how that manifests in your approach to workplace endeavors and challenges. This meeting will likely feel quite different from other conversations you've had in interview processes as its questions will not focus on specific technical or business skills, and will rather focus on your holistic experience in professional settings.

## Get Ready for Your Full Loop Interview

Your recruiter will provide all the details about who you'll meet and when/where you'll meet them. Follow these tips to set yourself up for success:

- If you'll be coding or using a whiteboard, make sure you've practiced coding that way!
- Dress comfortably. We care about what you can do, not what you wear.
- Give yourself extra time. Make sure you sign in to your Google Meet with enough time to get situated. If you have any tech issues, email your Recruiter.
- Don't forget to talk through all your ideas and decisions as you code and/or build.
- Have fun! We want you to enjoy the process and want to join our team.

## General Information

- At this time, all of GlossGenius interviews are conducted virtually, over Google Meet.
- You can expect to hear back on next steps from your Recruiter between 3-5 business days after interviewing. We make every effort to collect feedback and assist our hiring teams in making decisions as soon as possible, but if you haven't heard from us, feel free to reach out or touch base with your agency contact if you are working with an agency.
- When reaching out to our Recruiting team, please feel free to contact your Recruiter directly, and include your coordinator if you so choose.
- Our team tries to schedule meetings as quickly as possible, but same day or next day availability is often difficult to land. Please consider providing multiple options across several days over the next 1-2 weeks when giving availability. If you have any timing constraints, such as other late stage interview processes or offer deadlines, please let us know. We will treat this information confidentially.
- If you need accommodations for the interview process, please contact your Recruiter.

## Questions?

We hope you find this guide to preparing for your GlossGenius Interview Loop helpful! If you have any questions about any of the tips listed here, what to focus on, or how something here applies to you, please ask your recruiter. They are here to help guide you through this interview process and will do everything they can to help you succeed.