

Hi!

Thanks for your interest in IMC! We are excited to learn more about you and show you everything IMC has to offer.

To best prepare you for what's ahead and make sure you know what to expect, we have prepared this document for you. Here is an overview of our application process for the position of C++ Software Engineer:

Step 1: Home Assignment

The first step in our application process is a C++ coding assignment. The purpose of this test is to evaluate your technical skills, design skills and ability to interpret requirements. The assignment involves programming a simple game and reviewing a piece of code. Once you receive the requirements you will have three days to complete it. On average candidates take about 5-6 hours to create their solution, but you can spend as much time on it as you like on it within the three days. For the game we would like candidates to provide a solution as if it were for a production system. The solution needs to meet the requirements with simple, understandable and extensible code. Testing is also very important to us.

Step 2: Technical Interview

During the technical interview you will speak with two of our experienced C++ Software Engineers, who will be aiming to get to know you and will be assessing your experience, technical knowledge and cultural fit with IMC. This interview may cover many aspects, including:

- To a very large extent it will be technical. We would like to hear about your experience, the technical challenges you have faced and the choices you made. There is also a chance that you might be challenged on some parts of your solution to the home assignment.
- We would also like to hear about your experience on a more functional level: how did you work, what was your specific contribution, with whom and how did you interact, in which areas were you perhaps pro-active?
- Your motivation may be discussed: what drives you, what do you enjoy, what do you dislike, what is important to you in your work?

Step 3: Final Round

The Final round consists of a number of consecutive interviews. We can either schedule them on a single day or spread the interviews over two consecutive days. Since the final round can be quite intensive, most candidates prefer the latter option. During the final round, you will take part in four interview 'stations':

Problem-solving and coding station (2 hours)

In this two hour problem-solving and coding station, we will be observing what steps you take to complete a problem which simulates a real-world task that an employee at IMC may need to solve. We are interested in seeing how you clarify the problem, your thought process and the reasoning behind any decisions you make in order to solve it. You are not expected to know the answer right away nor necessarily solve the problem during the time provided.

It is recommended to familiarize yourself with the usage and performance of the following data structures: Dynamic Array, Linked List, Hash Table, Binary Heap, and Binary Search Tree. Please take some time to brush up on them as it will help you get through the technical interview with more success. We do not expect you to be an expert on these data structures (i.e. implement one from scratch) but they should be a major part of your dialogue with the

interviewers and problem-solving tool box.

You will be given remote control of one of our machines and will be using C++ and the CLion IDE to create the solution. We will be evaluating your general coding practices and proficiency in C++, but you will not be expected to know all the latest features of C++ 20. Basic familiarity with CLion will give you more time to focus on solving the problem. If you are not familiar with CLion and you have the time, you can download CLion for free and try it out at: <https://www.jetbrains.com/clion/download/>

Technical interview

Two of our technical leads will perform this interview, where we'll go through your technical experience in detail. You can expect there will also be some more abstract questions surrounding technology you've worked with in the past. The interview will also provide you the opportunity to ask more questions about IMC's technology landscape and how technology and trading teams work together to solve complex problems.

Behavioral interview

At IMC we believe in fostering our unique culture; and therefore we want to be sure that all new employees will thrive in this environment.

You can expect us to ask you for some examples of situations where you demonstrated certain behaviors; and together we will then dive deeper into your examples. We normally also take some time to reflect on your IMC interview experience and learnings. This meeting will also give you the opportunity to ask further questions about our culture and employee (and relocation) benefits.

Interview scheduling and location

All interviews are generally scheduled remotely, as it can be difficult to find time to meet us at our office. Of course, we would very much like to give you an opportunity to see where you will be working if you decide to join IMC. Depending on where you live and your schedule, we can either arrange for one of the later interview stations to take place at our office or simply set up a separate meeting for you to see our office and maybe even have lunch with a few of your future colleagues.