Meta - Prep Material - Full Loop Interview

A FEW THINGS TO KEEP IN MIND

1. You'll be asked to code – please understand the initial problem/question and ask follow-up questions if you need clarification. Feel free to seek your interviewer's guidance if you "get stuck." Remember to check for any bugs!
2. Be prepared to share what you know, including areas of expertise, notable accomplishments, previous projects, and relevant experiences that highlight your key skills. Also, prepare a few sample cases of how you have tackled the challenges in the past. Communicate your examples by explaining the challenging situation, how you handled it, and the outcome.
3. As you're writing on excalidraw/whiteboard, please speak out loud. Interviewers will want to understand your thought process. Talk through how you're thinking about the question as well as your approach to the problems and solutions. In all of our interviews, we want to see not only technical abilities but also how you engage the problems and your approach to solving them.

TECHNICAL INTERVIEWS

- **Coding:** Solve a basic computer science problem. The problem will cover basics of algorithms, data structures, design patterns, system design, complexity and basic coding.
    - Many candidates are most concerned with the coding question — especially those who have not coded in many years. Our goal is **not** to see if you can still write production-quality syntactically perfect code; it is to see how you apply basic CS principles to solve a concrete problem using a language of your choice.
- **Systems Design - 2 interviews:**
    - Walk through a technical design problem and the tradeoffs within a design. The scope of the question can vary widely; it's a challenging and deep technical discussion around product ideas, usability issues, scalability, data structures and technologies used. For this interview, there is no right or wrong answer; the interviewer wants to observe how you design and architect a system. *Ask many clarifying questions from the beginning. Do not assume things. Let the interviewer narrow it down for you by **you** asking questions!*
- **Technical Project Retrospective:**
    - Using example(s) from your past, discuss the technical skills needed to deliver a project from start to finish. Showcase success stories, and get to the situations

that show how you as a leader navigate the complexity of developing, supporting, and scaling both your people and your teams. This interview is fairly straightforward. It will ask you to do a technical deep dive into a large technical project (ideally one with a large enough scope that required you to work with multiple orgs and stakeholders). The primary thing to focus on here is don't shy away from the juicy technical details. This interviewer's primary function is to assess how you communicate on a technical level with another Senior Engineer.

NON-TECHNICAL INTERVIEWS

- **Career Conversations (Leadership/Behavioral):**
    - This interview would primarily focus on delving into examples about how you work in a team/conflict resolution. Make sure you focus on work YOU did, even if it was a team project, it's important to not use "we's" too many times as it makes it difficult for the evaluator to assess what impact/contributions you made as a contributor to that project. Feedback is big at Facebook. Evaluating how well you take feedback or how comfortable you are at giving feedback. They might ask how you have given feedback – can you give feedback in a constructive manner. They are really looking for self-awareness in this interview
- **Cross-functional:**
    - The Purpose of the XFN Partnership & Communications interview is to assess a candidate's capability to establish and maintain Cross-Functional Partnerships("XFN") and Communicate effectively across the company. Have a project or initiative in mind that you have lead that required collaboration across multiple teams/orgs/functions.

Good luck – you'll do great!