



Mock My Interview!

Interviewing for the Tech Job Market in 2020

Table of Contents

Why are you here?

What are Internships?

Companies and Compensation

Searching for the Internship

Impostor Syndrome

Resume Screen and Referrals

Coding Challenges and Evaluations

Technical Interviews

Behavioral Interviews

Reviewing the Offer

Resources and Links

Guest Speaker Panel



Why are you here?

What are internships?

Internships are official programs offered by an employer to potential employees. They include technical work ranging from Software Engineering to Quality Assurance to R&D on bleeding edge technology.

They are usually **3-4 months** in length, and require the candidate to be returning to school after completion of the internship.

All Canadian internships must be paid.

Think about an internship as a **preview** or **demo** of your abilities and fit with your employer. If you do well enough, you may receive a **full-time offer!**





Classifying Companies

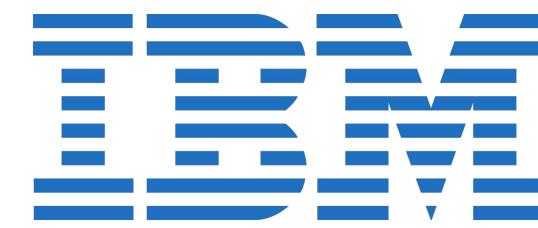
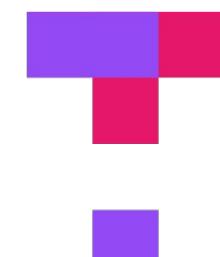
CITADEL

2 σ TWO SIGMA

Jane Street

BLACKROCK

Hedge Funds/Quant Firms



Local Internships



Big N Companies

wework



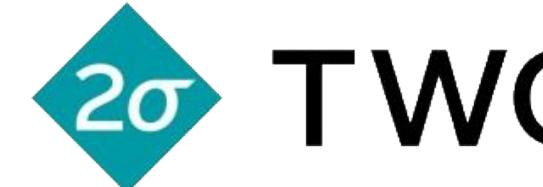
Palantir

stripe



Unicorn Companies

Classifying Companies



\$12,000
USD/month

Street
Rock

Hedge Funds/Quant Firms



\$3,000
CAD/month



Local Internships



\$7,500
USD/month



Big N Companies

Unicorn Companies

| Canadian Internship Typical Payscale

\$18 - 22

CAD/hr

First Internship
1st or 2nd Year

\$20 - 24

CAD/month

2nd - 3rd Internship
2nd or 3rd Year

\$24 - 35

CAD/month

3rd - 4th Internship
3rd or 4th Year

This is based on typical co-op payscale from companies such as banks. However, this is not a complete representation and there are a lot of companies that do not follow this scale.

| Salaries across Canadian Internships

\$18 - 22
CAD/hr

\$24 - 30
CAD/hr

\$30 - 50
CAD/hr

Follows Co-op pay scale*

Banks



Government Agencies

Enterprise Tech



Startup Pay in Canada

\$0 - 22
CAD/hr

\$24 - 30
CAD/hr

\$30 - 45
CAD/hr

Startups

Looking for Opportunities



Employee
Referrals



LinkedIn and
Recruiters



Career
Fairs



Applying
Online

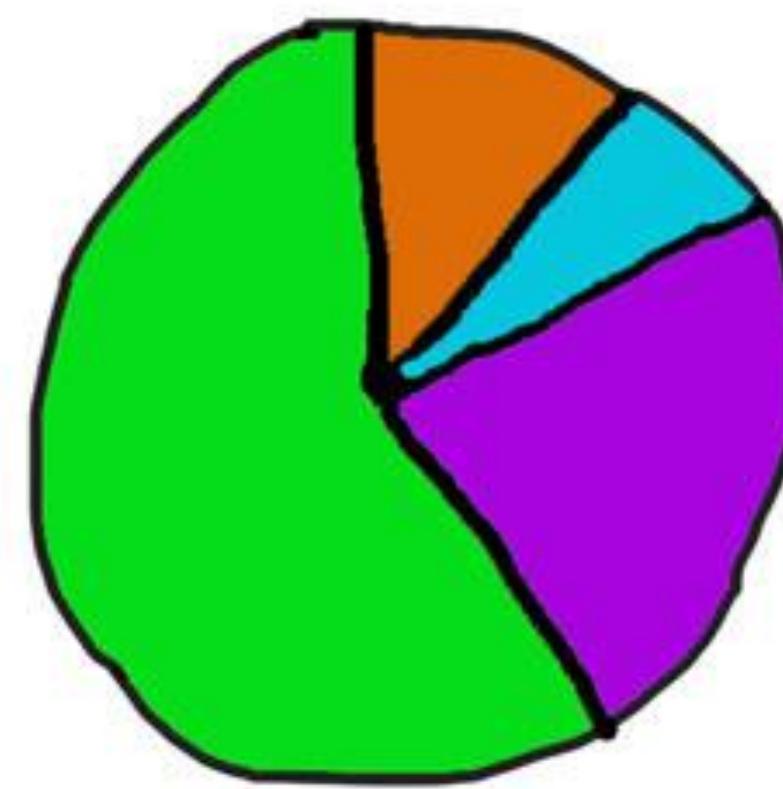
Impostor Syndrome

A lot of candidates experience severe **Impostor Syndrome** when starting the job search – they're afraid they're not qualified, wasting the company's time, not worth their pay, etc.

People experience impostor syndrome all the time. Impostor syndrome can occur:

- Writing your resume
- During job applications
- During interviews
- After they get the offer
- When they're actually working
- After the internship's done

YOUR THOUGHTS WHEN SOMEONE SAYS THAT YOU WOULD BE GOOD FOR A JOB/ROLE/TEAM:



- WHAT?
- WHY?
- HAVE YOU MET ME?
- MAYBE THEY'RE JUST TRYING TO BE NICE

Impostor Syndrome

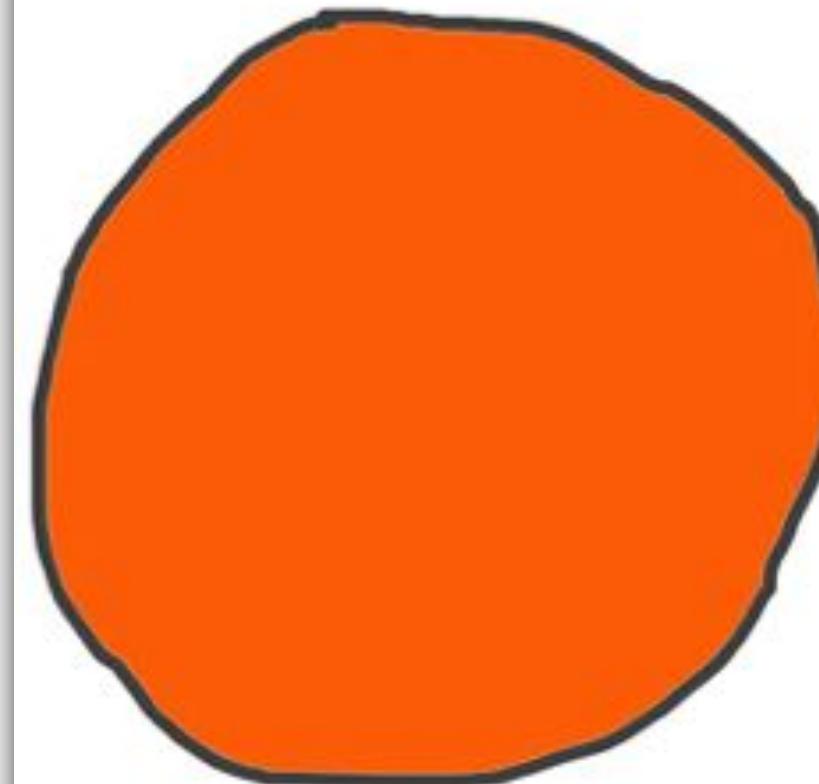
Internships in particular are very forgiving.
Always keep in mind that:

- Job qualifications are a **wish list**
- Interns only need to be **quick to learn** and eager to improve
- Expectations for intern contributions are usually fairly low
- The worse that can happen is a rejection, a flunked interview, or no return offer

And finally...

You're better than you think

TYPES OF PEOPLE WHO CAN
HAVE IMPOSTOR SYNDROME:



- ALL THE SMART, SUCCESSFUL
PEOPLE THAT YOU THINK
HAVE THEIR SHIT TOGETHER

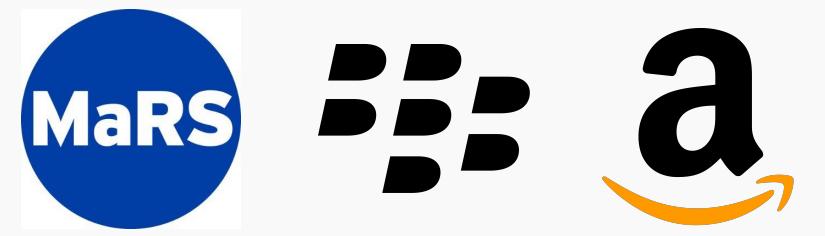
| Mock Interviewers



Jason C.



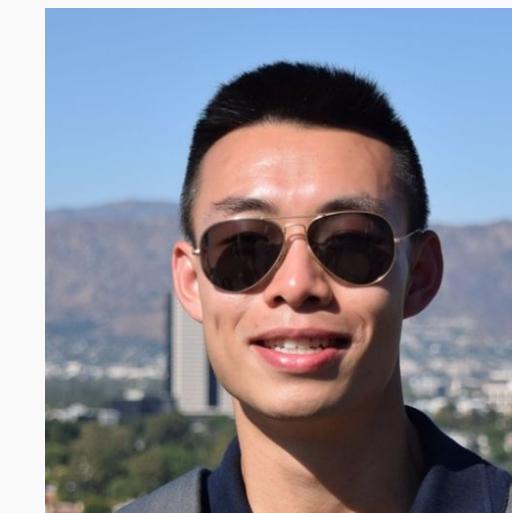
Kevin S.



Sonika V.



Stephen L.



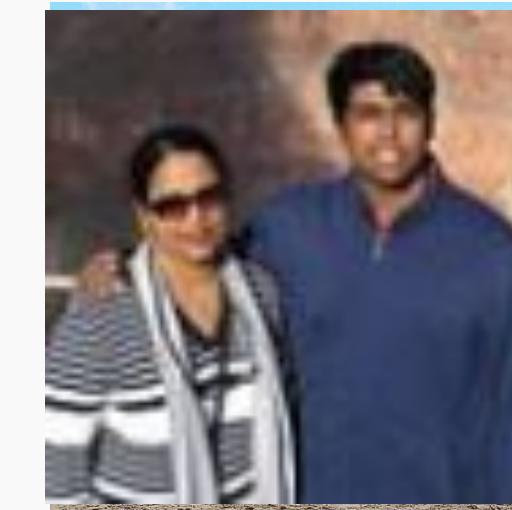
Richard W.



Jordan L.



Jaden W.



Tabeeb Y.



What do all these people have in common?

**Passion for technology.
Willingness to learn and improve.
Believe in collaboration and mentorship**

How did all these people get their jobs?

**Passion for technology.
Willingness to learn and improve.
Believe in collaboration and mentorship**

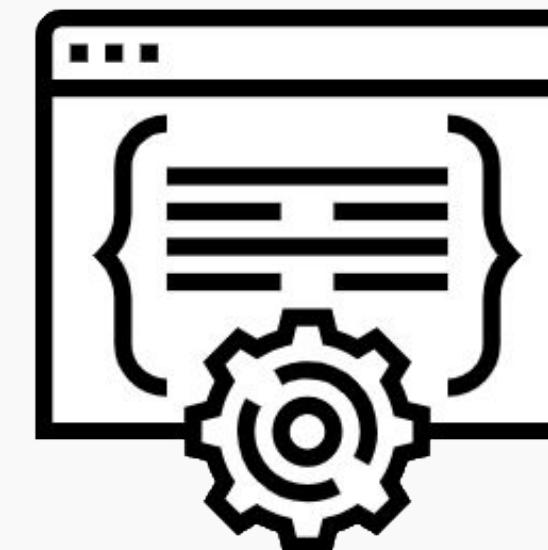
What do employers actually want?

**Passion for technology.
Willingness to learn and improve.
Believe in collaboration and mentorship**

Technical Recruiting Process

RESUME SCREEN

1



2

**CODING
CHALLENGE**

**TECHNICAL
INTERVIEWS**

3



OFFER!

4

**BEHAVIORAL
CULTURAL FIT
EXPECTATIONS**

5



The Resume Screen

Order of Importance

- Relevant Experience
- Projects
- Education
- Technical Skills
- Awards
- Irrelevant Experience

Order on Resume

- Education/Awards
- Relevant Experience
- Technical Skills
- Projects
- Other

John Doe

Email • Phone Number • City, State • LinkedIn • Github

EDUCATION

University Name

B.S. in Computer Science

- Current Cumulative GPA: 3.90
- Awards: [University Name] Dean's List (Fall 2014 – Present)

December 2018

City, State

PROJECTS

Project 1 Name

Summer 2018

An interval timer Android application

- Programmed an interval timer so that when people are exercising/playing games, they can easily switch from exercising/playing and taking breaks
- Developed buttons that can pause/resume the timer and cancel the timer
- Skills Used: Java, XML, Android Studio

Project 2 Name

Spring 2018

A search engine web application

- Programmed a search engine that displays a list of websites based on the search query the user types in
 - Websites where the search term(s) appear more frequently are ranked above others
 - For locations that have the same frequency of search term(s), locations where the words appear in earlier positions are ranked above others
 - For locations that have the same frequency and position, the results are sorted by URL in case-insensitive order
- Skills Used: Java, Jetty, HTML, CSS, JavaScript, MySQL

Project 3 Name

Spring 2018

A custom version of a Linux command line shell

- Able to run built-in commands as well as commands in both the current directory and those in the PATH environment variable
- Tracks how long each process runs while executing a command and makes this information available in the history
- Skills Used: C

Project 4 Name

Spring 2018

A Unix command line utility that recursively searches for matching file names

- Programmed a Unix tool that finds and displays the filenames present in a directory that partially or exactly match the search term(s) the user types in
- Skills Used: C

SKILLS

- Programming/Markup Languages: Java, Python, C, HTML, CSS, XML, JavaScript, MS SQL Server, MySQL, Octave
- Tools, Technologies, Frameworks: Jetty, Android Studio, Subversion, Git, React

VOLUNTEER EXPERIENCE

Non-profit Organization Name

September 2016 – December 2016

Food Server

City, State

- Served 1000+ meals to the homeless
- Constantly interacted with kitchen staff, other servers, and customers in order to provide quality service

The Coding Challenge

Coding Challenges are programming tests that companies often issue to candidates. These are usually through **HackerRank, Codility, HireVue**.

You're given a time limit (usually 1h-3h) to solve several algorithmic questions. Your solution must compile and solve their test cases. You can use almost any language!

You can get practice with these questions through **LeetCode, HackerRank**, and **Coding Competitions**

Sample Test 29m to test end 0/3 Attempted

Find the number!

Given an unsorted array of n elements, find if the element k is present in the array or not. Complete the `findNumber` function in the editor below. It has 2 parameters:

- An array of integers, arr , denoting the elements in the array.
- An integer, k , denoting the element to be searched in the array.

The function must return a string "YES" or "NO" denoting if the element is present in the array or not.

Input Format

The first line contains an integer n , denoting the number of elements in the array arr . Each line i of the n subsequent lines (where $0 \leq i < n$) contains an integer describing arr_i . The next line contains an integer, k , the element that needs to be searched.

Constraints

- $1 \leq n \leq 10^5$
- $1 \leq arr[i] \leq 10^9$

Output Format

The function must return a string "YES" or "NO" denoting if the element is present in the array or not. This is printed to stdout by locked stub code in the editor.

Sample Input 0

```
5
1
2
3
4
5
1
```

Sample Output 0

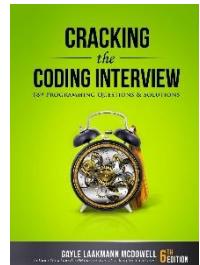
```
YES
```

Helpful Resources

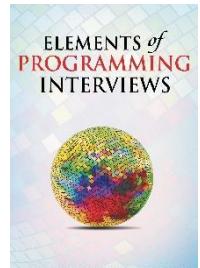
Algorithmic Problems



Prep Books



Cracking the
Coding Interview



Elements of
Programming
Interviews

Interview Preparation



Pramp - Practice
Interviewing Online!



Mock Interviews -
Practice with a friend!

Company Reviews

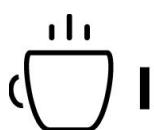


Glassdoor - Company
Insights and salary



Intern.plus -
Intern program review
and salary/perks

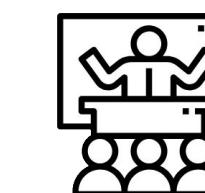
Job Searching



INTERN SUPPLY intern.supply



LinkedIn and Referrals



Career Fairs!

Reddit Communities



CSCAREERQUESTIONS



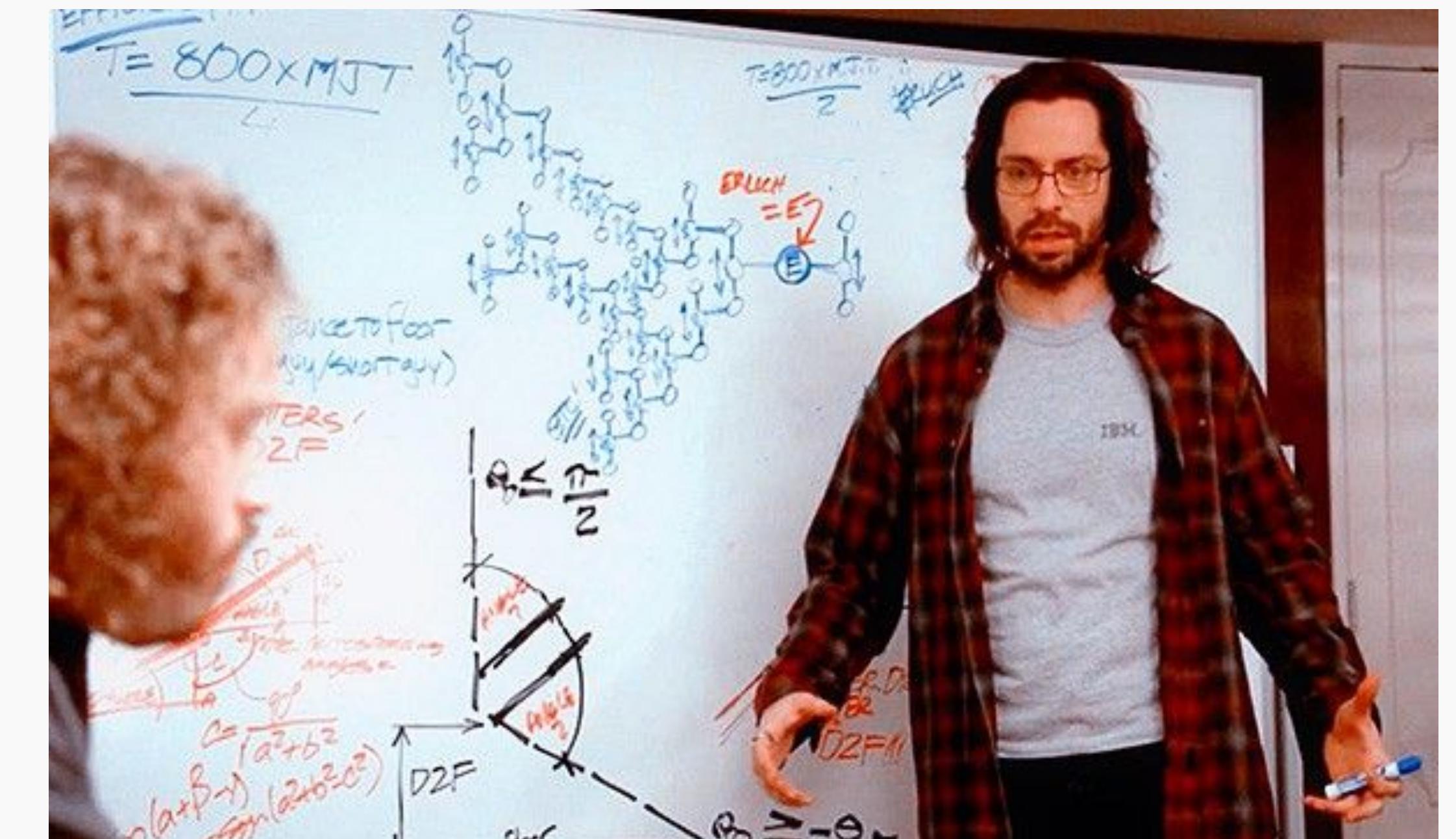
csMajors

Preparing for the Interview

Make answers ahead of time for commonly asked behavioral questions.

- Tell me about yourself?
- What is an interesting project you have done?
- Why do you want to work at X

Practice and learn a programming language well. Sometimes you will need to code and understanding one language well will result in less headaches. Practice on **LeetCode**, **HackerRank**, and **Coding Competitions**



Preparing for the Interview

What do I wear?? How is the interview process going to be though??

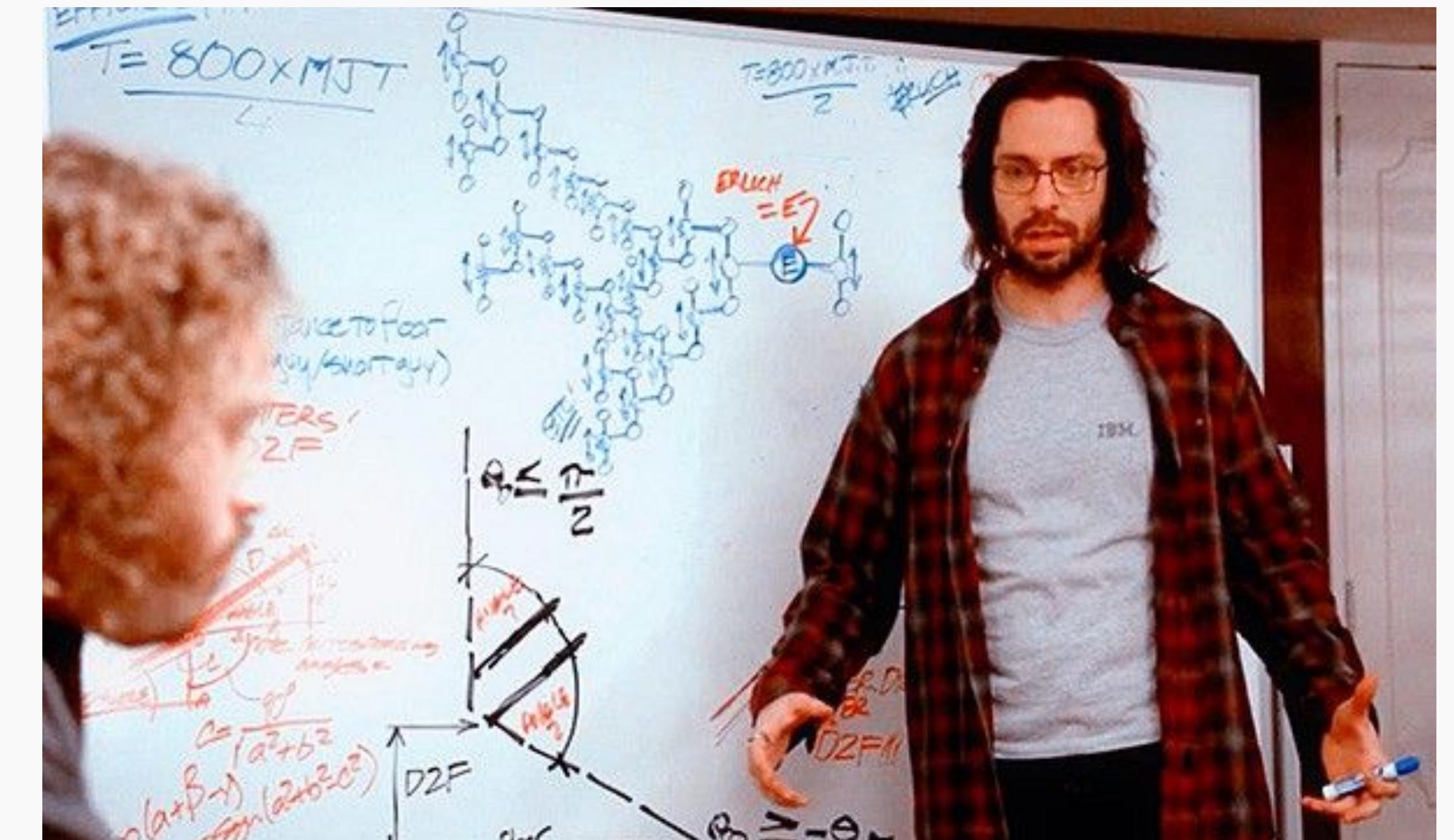
- Companies usually tell you ahead of time what to expect in the interview and sometime what to wear (sometimes as casual as a hoodie and sweats)
- If they don't tell you what to wear go with business casual

In Person?

=> Pants? => mandatory for an offer

Video Interview?

=> Pants? => optional



The Technical Interviews

Technical Interviews are the main component of the interview process! Be ready to jump into a call with an engineer and solve some problems! These interviews can be via **phone or video call**, and often are **45m – 60m** long

Time	Event
5m	Introduction, about Interviewer, about Company
5 – 10m	Past Experiences and Projects
20 – 40m	Coding Problem(s) done via collaborative editors (HackerRank, TitanPad, CodePad)
10m	Solution Analysis correctness, space/time analysis and trade-offs, design choices, improvements
10m	Questions and Next Steps

Behavioral Interviews

Behavioral Interviews may be done before or after technical ones. These can come in many forms:

- Talk with future manager or team lead regarding technical competencies, preferred work, and scope of work
- Questions about leadership, teamwork, collaboration, conflict resolution, project management, and other soft skills
- Discussing your values and if they align with company culture



| Didn't get the job?

There is always room for improvement!

Process it, keep applying and don't give up. Every failed interview is a new lesson.

You also have a head start for next year since you know that company's interview process



Interviews are subjective to the interviewer. They can have bad days too.

“Hurt yourself for character development”

- *Someone who failed 25 interviews in a semester, 2019*

"YOU MISS 100% OF THE
SHOTS YOU DON'T
TAKE. - WAYNE GRETZKY"

- MICHAEL SCOTT



Additional Tipz
& running
through a tech
interview

Mock!

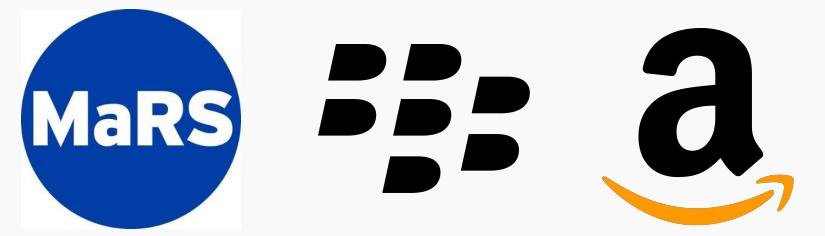
| Mock Interviewers



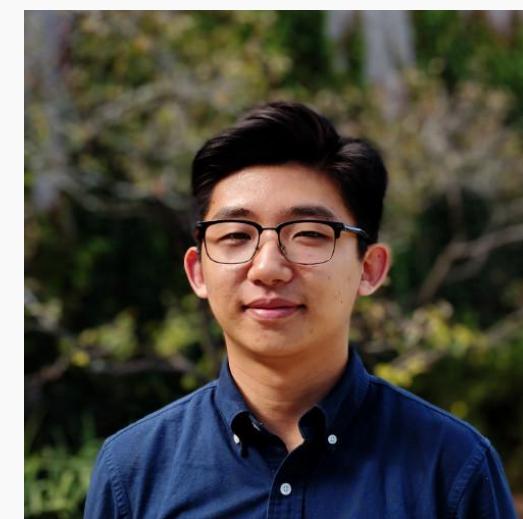
Jason C.



Kevin S.



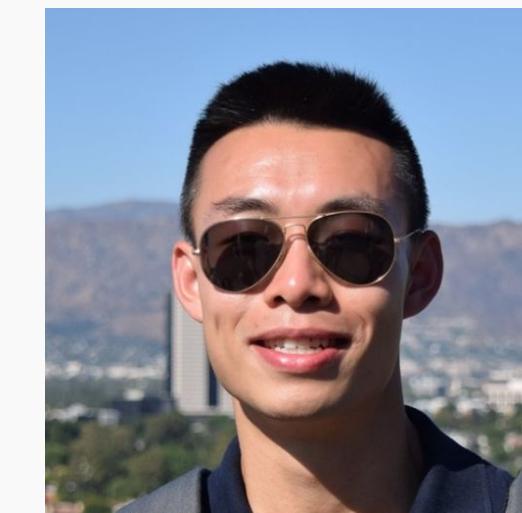
Sonika V.



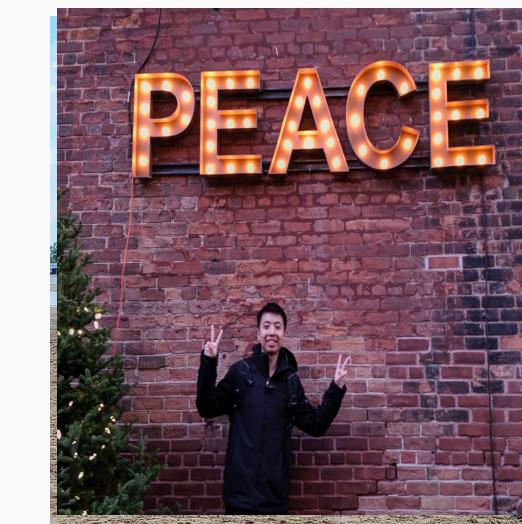
Stephen L.



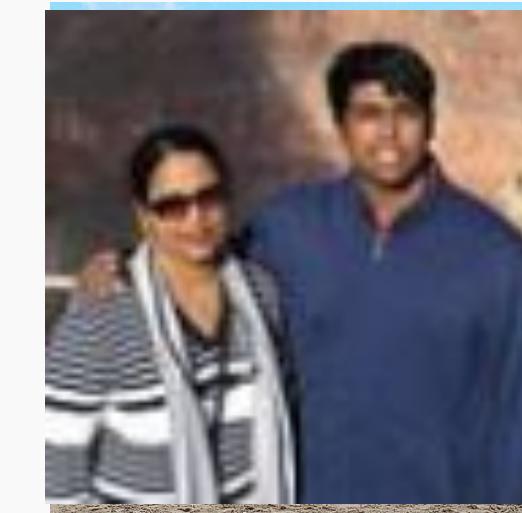
Jordan L.



Richard W.



Jaden W.



Tabeeb Y.



AyyMACSS Gaming Nite

- 6 too 8 PM
- ic three-O-2