Candidate superhero guide

All the information you need to become a Clever-pro!

Here's helpful information that may answer questions leading up to your interview at Clever.

**Table of Contents:**

* [Culture and benefits](https://docs.google.com/document/d/1F6KqPyXfB4EaTRZqzF5YdJFg0L2WOa9RSV-JmbpBb3c/edit#bookmark=id.x0vfxsw4io8t)
* [Engineering at Clever](https://docs.google.com/document/d/1F6KqPyXfB4EaTRZqzF5YdJFg0L2WOa9RSV-JmbpBb3c/edit#bookmark=id.j9qsk5fpk7ri)
* [Product](https://docs.google.com/document/d/1F6KqPyXfB4EaTRZqzF5YdJFg0L2WOa9RSV-JmbpBb3c/edit#bookmark=id.2iy0jlyg2eaj)
* [More about Clever](https://docs.google.com/document/d/1F6KqPyXfB4EaTRZqzF5YdJFg0L2WOa9RSV-JmbpBb3c/edit#bookmark=id.5r3lladcxykp)

**Culture and benefits**

**What kind of people work at Clever?**

All kinds! We are a fun-spirited, quirky bunch from all walks of life with one common vision: improving technology in the classroom! Curious to meet some of the team? Learn more about our culture, mission, and values [here](https://www.youtube.com/watch?v=5cLo88KVH7s).

**What is Clever culture like?**

Education is in our DNA and these six culture tenets are integral to daily life at Clever. They encourage every person on our team to learn, grow, and create change (just like the students and teachers we serve):

* Always a Student
* Do the extra credit
* Clever is a group project
* Don’t trust the textbook
* Leave the classroom better than you found it
* Bring good vibes

To learn more about each of our tenets, read our blog post: [Scaling Clever’s culture](https://blog.clever.com/2016/05/scaling-clever-culture/).

In addition, to our cultural tenets, we strive to make Clever both an equitable and inclusive workplace! We are working to ensure all processes, practices, and systems at Clever are equitable, fair, and inclusive for all employees. Our Equity and Belonging committee is dedicated to making sure all Cleverites feel equally valued, recognized, and seen.

**How do Cleverites achieve work-life balance?**

We encourage our employees to have a healthy, balanced experience while building their careers at Clever, and discourage behaviors that lead to a quick burnout or dissatisfaction. Our People team has very thoughtfully crafted policies and procedures that reflect our philosophy on work-life balance including unlimited paid time off, flexible work hours, and 10 "Work From Anywhere" days a year.

**Commuting: How do I get to Clever?**

Clever is located in the heart of the SOMA district in San Francisco. We want it to be as easy as possible for all our employees and visitors to get to our office. We are a quick 6-minute walk from Civic Center BART/Muni station, and offer commuter benefits that allow you to allocate pre-tax dollars to pay for eligible work-related transit and parking expenses. Check out more info [here](https://help.zenefits.com/Commuter_Benefits/FAQs_About_Eligible_Commuter_Benefits_Expenses/).

**Engineering at Clever**

**What does engineering look like at Clever?**

Currently, we have about 54 engineers split across the following 8 different teams:

* Secure Sync
* Instant Login
* Discovery
* Parents
* Analytics
* Infrastructure
* Data Engineering & Internal Tools
* Security & IT

For more information regarding our engineering team, visit our [Clever Engineering](https://clever.com/about/engineering) page.

**What is Clever’s engineering culture like?**

We have eight different eng teams that are working on our core product to make Clever’s products the best ever! With that being said, it can be easy to have a heads-down culture where everyone is focused on their own projects. However, our engineering team is more than just eight teams spread across the office! Our team values collaboration and emphasises visibility into each other’s work. With weekly product demos alongside the Product and Design teams as well as weekly stand-up meetings, our engineering team is a lively, cross functional bunch!

Check out the engineering tenets on the [Clever Engineering](https://clever.com/about/engineering) page as well!

**What is the engineering rotation like?**

There are seven different teams that make up the engineering structure at Clever. As a new engineer on our team, you’ll spend your first six weeks rotating between 2-3 teams of your choice. During each rotation you'll get the chance to do some in product coding, help put the finishing touches on products to make them launch ready, and attend a few team offsites to get to know the team better!  At the end of the six weeks, you will “Graduate” and become the newest member of one of the seven teams. This decision is based on your interests and the impact of your project work. Don’t stress about choosing the right team! You will have weekly 1:1s to check in with your manager to help you make the best decision!

**How does each team solve problems?**

The Clever product/eng/design teams are split up into small, fast iterating cross functional teams focused on specific Clever products. For example, we have a team consisting of a product manager, a designer, and several engineers that manage the Clever Login product. This team works collaboratively to accomplish the goals they've set for themselves (with input from the company-wide goal/vision)). Because the teams are small and self-sufficient, they are able to iterate and change their individual workflows to work and make decisions in a way that is most efficient for the team members. Curious what our eng team is up to? Check out our [Engineering Blog](https://engineering.clever.com/)!

**Product**

**What’s Clever’s reach?**

Approximately 74,000 schools in the United States use Clever to manage their student and teacher applications including 94 of the top 100 schools! In the 2017-2018 school year, Clever was in over 55% of schools in the US. That’s 3.1 million students using our platform to every day to learn.

**Who do we partner with? How many applications are currently in the Clever network?**

Clever partners with any and all learning applications! Some of our partners work with as little as 10 schools while others may work with 10,000. No matter the size or scope of the application, our goal is to help get students connected and learning with their online resources quickly and easily!

**What are our available products and which key audiences are they for?**

Clever powers technology in the classroom. We give software applications a platform to easily connect with schools and give districts a central location to manage all of their learning resources. Here is a rundown of our core products:

* **Secure Sync**: Think of Clever Secure Sync as a bridge between a district’s student information system (SIS) and online learning applications. Secure Sync maintains up-to-date roster information in online learning applications by securely transferring roster uploads or connecting directly with a district's SIS to provision student, teacher and admin accounts. Data is shared with applications based on sharing rules set by the District in the Clever Dashboard - keeping the control in the hands of our district partners!
* **Single Sign-On (SSO**): SSO allows students and teachers to access all of their learning applications with a single set of credentials OR using a Clever Badge! Students, teachers, and/or administrators will no longer have to manage and remember multiple usernames and passwords!
* **Clever Portal**: Each student and teacher has access to a free personalized Portal with every learning application they use. The Clever Portal gives students, teachers and staff a single, secure login for all digital resources. Students spend time learning—not searching for applications or remembering passwords.
* **Clever Badges**: Clever Badges allow students to hold up a physical badge to their device's webcam to get logged in, instead of typing in usernames and passwords.
* **Clever Library**: A place for teachers to discover, learn about, and adopt new resources for their classroom. Resources in Library can be added to a teacher’s Teacher Page for easy access by students and teachers!

**More about Clever**

**What’s Clever’s business model?**

Clever’s innovative business model means all districts can finally have interoperability at no charge. We’re proud of our 400+ partner network who makes this possible. Clever shares the cost of integration, provisioning support, and data normalization among the community of app developers.

**Clever’s currently in K-12 education, are there any plans to expand into higher education?**

At this time, we do not have plans to move into the college/university space. Right now, we are committed to improving education in K-12 classrooms! But, we do want to make sure that districts have an easy way to deliver college ready resources to their students! Districts can easily distribute college readiness resources via the Clever Portal including: the Common Application,  FAFSA and other financial aid links.

**How does a product or idea make it into the roadmap? How does the company align and commit to goals? What’s the goal setting process like?**

We get a lot of direct feedback from our users - especially from schools (and soon, parents!).  We’ll do this through face-to-face conversations (teacher meetups and school visits) and quantitative feedback from our customer support team.  From there, product decisions are collaborative: PMs and engineering managers hash out what needs to get built in biweekly sprint planning meetings and allocate responsibilities accordingly.

Interviewing at Clever

How you should prepare and know what to expect

# Interviewing at Clever

### What is the interviewing cycle like at Clever?

We are thrilled that you are interested in joining the team! Clever Recruiting is happy to partner with you on the journey to becoming a Cleverite! The process from application submission to offer status usually takes about 2-3 weeks.

Here is what you can expect:

* *Application Review:* If you are passionate about improving technology in the classroom and giving every student a high-quality education, then send us your resume! Our team will first review your resume and application materials to make sure we’re the right fit for each other!
* *Recruiter Screen*: A member of the recruiting team will then reach out for a quick 30 minute phone call to learn a little bit more about you and why Clever?! We will also review the job you applied for in more detail to make sure the opportunity truly sounds exciting to you!
* *Hiring Manager Phone Screen:* Next, you will have the chance to chat with your potential manager. During this 45-60min conversation, you will dive deeper into your resume and past experiences, and learn a little more about the team! You’ll chat about team dynamics, team challenges, and the team’s goals/motivations!
* Take-home tests, portfolio reviews, and live coding challenges: At Clever, we are driven by the impact that our product has on our customers (school districts and application developers). And we are excited about the impact you can help us make! Depending on the role you are applying for, we are excited to learn about some of your past experiences and see the ways in which you can bring your expertise and contribute to our team!
* Virtual Onsite Interview: Now the party is really getting started and next thing you know, you are spending the day at Clever HQ (virtually)! This 4-5 hour interview gives you some time to check out our space, experience our culture first hand, and see Clever in action! By the end of the day, we hope that you have a strong sense of some of the day to day projects you might be working on and you can picture yourself working here!
* Debrief: Clever is a group project and we believe in collaborating as a team! Within 48 hours of your onsite interview, the team will gather to share their feedback. The recruiting team will let you know as soon as the team has reached a decision.
* Offer: Welcome to the Clever family! We are thrilled to have you on board and can't wait to talk about next steps! We want to make sure your transition to Clever is as smooth as possible!

### What can I expect during the onsite?

While we are hoping to get a better idea of your skillset, our onsite process is also designed for you to get to know us better as a company! Not only will you get the chance to meet several members of the immediate team you might be working on, but you will also get the chance to meet members of other teams as well! For example, if you are interviewing for a role on the Design team than you can expect to meet members from the Design, Product, Marketing, Engineering, and HR teams!

All onsite interview panels vary depending on the role, but there are a couple of interviews that all candidates can expect to walk into:

* *Hiring Manager 1:1:* Although you may have chatted on the phone already, our hiring managers are excited to meet you in person! You can expect to spend another 45 minutes with the hiring manager talking about career growth and progression as well as diving deeply into some of Clever’s biggest accomplishments and pain points.
* *Teach Me:* We believe in “Always a Student.” Whether you are more senior in your career or this is your first job out of college, we want to know that you have the ability to learn something new and then teach it to a teammate!
* *Executive Interview:* At Clever, we are a small, tight knit family! You will often find our executive team members having lunch with the rest of the team.  We believe in visibility and transparency. Our executive team is looking forward to getting to know you too!
* *Lunch:* Believe us, we do not want you to be stressed during your interview. We carve out time for each of our candidates to step away from their interview day and  join us for lunch. You will have lunch with a group of 4-5 Cleverites who are excited to hear about your Netflix recommendations, hobbies, weird obsessions, and of course answer any questions you may have about our company culture! Not to worry, this is not an interview!

### How can I best prepare?

Here are our top 3 tips to prepare for your onsite interview:

* Get a good night's sleep beforehand!
* Come prepared with questions!
* Do not stress! Our recruiting team will reach out to you to schedule a 10-15 minute phone call to go over your interview schedule in depth a few days before your interview.

### How will I be evaluated?

We are all human beings. We are not looking for you to excel in every round of the interview. We are looking at other things such as your passion for education/ excitement for Clever, your communication style, and your ability to learn new things.  We want a team that consists of well-rounded individuals, not computing robots.