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Welcome! We're excited to have you interview with our team.

For your upcoming interviews, we want to ensure you're adequately prepared for each step of the process.

Our engineering process consists of the following:

- Two coding interviews
- One system design interview
- One values interview
- One management interview

To fully understand which stage of the interview process you're in and what's expected, we recommend thoroughly reviewing each email your coordinator sends.

Coding Interview 1	Coding Interview 2	System Design Interview	Values Interview	Management Interview
60 minutes	60 minutes	60 minutes	45 minutes	45 minutes

Interview Details & Preparation

<u>Coding Interviews</u>

Each coding interview is capped at 60 minutes and is structured to help demonstrate coding skills, code quality, and conceptual thinking. Atlassian's interviews also assess for adaptability in an ever-changing environment, navigating blockers, and communication style.

How to prepare

Setting up:

- If a zoom interview, find a quiet and comfortable space with consistent internet access. Log on ~10 minutes early to ensure all systems and hardware are working correctly.

- Use an IDE and computer you are familiar with (efficiency using both IDE and keyboard will be assessed). If you are coming onsite and don't have a laptop, please let your coordinator know and they will arrange a laptop for you.

- Using a debugger is welcome and encouraged.

Communication: Demonstrating how you think and approach problem solving is equally important as the end result. Please communicate with your interviewer throughout each session, so they understand your thought process.

Testing: We want to see best practice and testing is crucial to success in the code task. If you haven't tested in a while, we strongly recommend brushing up on testing, in particular the TDD approach.

Problem Solving: Because problems are rarely limited to a single solution, please showcase all possible solutions and why the approach you selected is the best fit. Highlighting other solutions helps the interviewer understand your thought process.

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System Design Interview

The system design portion of the interview is also 60 minutes. The purpose of the system design interview is for you to demonstrate technical depth, breadth, and proficiency through designing a solution to an established problem. Your interviewer will be looking at your problem-solving thought process, decision making and operational considerations such as performance and reliability.

How to prepare

Seek first to understand: You'll be asked to design a solution for a technical problem on a whiteboard or paper – starting with fundamentals and then building in complexity. Ask any clarifying questions upfront to ensure you understand the problem and then continue to communicate with your interviewer as you progress towards a solution. If your interview is via zoom, ensure you have a paper and pen available for the technical problem, alternatively you can use the whiteboard function in zoom.

Communication: We want to understand your approach to problem-solving and how you draw from past experiences when designing something new. Keep the customer in mind and how your solution might perform and scale.

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<u>Values Interview</u>

The Values interview is 45 minutes and includes a set of behavioral interview questions, aimed at assessing how your thought process and actions are aligned with our core set of company values.

How to prepare: We recommend reviewing Atlassian's values and use them as the foundation of your preparation. Come prepared with relevant examples/stories of how you've demonstrated living these values in your current or previous roles and projects.

- **Be the change you seek**
  - When have you advocated to push for change? What did you learn from this process? What was the outcome?
- **Play, as a team**
  - How do you work with other people? How have you helped make a team/individual more successful if they weren't performing well? Have you ever had to put the team's goals above personal ambitions?
- **Don't #@!% the customer**
  - How is your mentality 'user centred'? How have you put the customer first? What trade-off(s) did you make to do this?
- **Open company no bullshit**
  - What's your approach when having difficult conversations? How have you resolved conflict in the past? Have you adapted your communication style to achieve a better outcome in a potentially negative situation?
- **Build with heart and balance**
  - How do you think about prioritisation and decision making? What are examples when you or the team have missed the mark? How did you react? How did you approach fixings things?

Management Interview

The management interview is 45-60 minutes and is largely dedicated to the Hiring Manager diving deeper into your experience, interest in Atlassian, and how you will add impact and contribute to the team and organization.

How to prepare: We always encourage you to use the 'STAR interview model' to format your answers when asked behavioral questions. STAR stands for **S**ituation, **T**ask, **A**ction, **R**esult, and provides a framework for the information you provide when answering these competency-based interview questions.

Final Helpful Tips

Research: As with any interview, showcasing you've done some research will help you and the interviewer get the most out of your time together. We suggest reviewing your interviewers on LinkedIn and researching Atlassian to get a good feel of our culture and values.

Questions: Your interviewer will provide you with adequate time to ask questions so we recommend coming prepared with questions/topics you'd like to learn more about. If for any reason there is a question you don't get the opportunity to ask during the interview, please reach out to your recruiter or coordinator who can assist you.

Finally, we want to ensure you have the very best possible candidate experience with us at Atlassian, so please let us know if you need any accommodations or adjustments for your interview.

Best of luck!