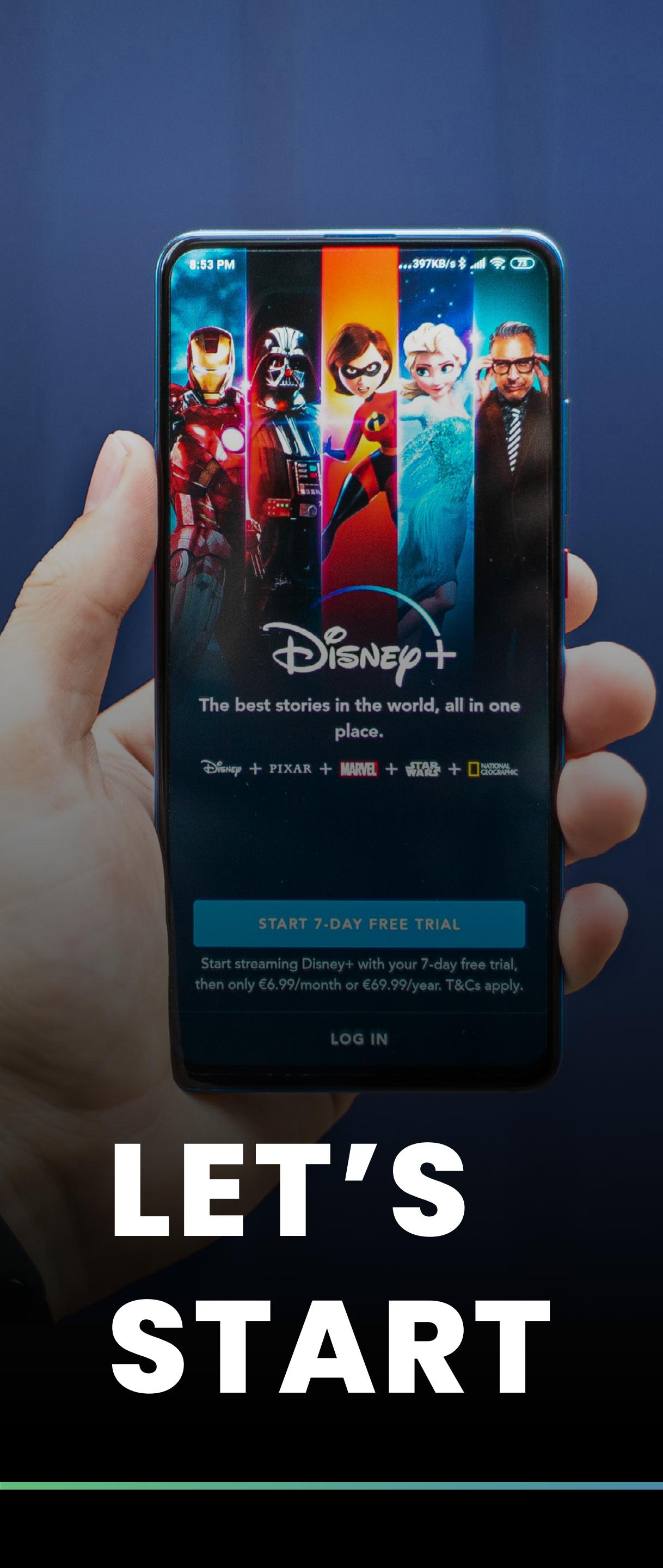


INTERVIEW GUIDE

SERVICES AND DATA ENGINEERING




Media & Entertainment
Distribution



LET'S START

Thank you for your interest in joining Disney Streaming!

We know making the decision to apply for a new job can be a big deal and sometimes overwhelming when you're making your next career move. So we've put together some helpful information, including tips and instructions that will help you prepare and hopefully approach our interview in the most relaxed and confident way possible.

Our interview process aims to take a practical approach that mirrors how we'll work together should you join us. In this document we'll outline how the process works, what each session entails, and some tips to help you prepare. Each session will focus on a different area with the overall aim of assessing whether we're a good fit for each other: both technically and otherwise. We want people that will help us grow and improve – in any and all areas!

ABOUT US

DISNEY STREAMING

Disney Streaming is responsible for developing and operating The Walt Disney Company's direct-to-consumer video businesses globally, including Hulu, Disney+, ESPN+ and Star+. Our core mission is to deliver global audiences the freedom to access content on their terms across any connected device, time or location.

We serve consumers by bringing the world's most beloved characters, timeless stories, legendary athletes, and epic sporting events to global audiences through best-in-class direct-to-consumer video services. We strive daily to imaginatively challenge convention with innovative technology that gives consumers the freedom to access content on their terms across any connected device, time or location.

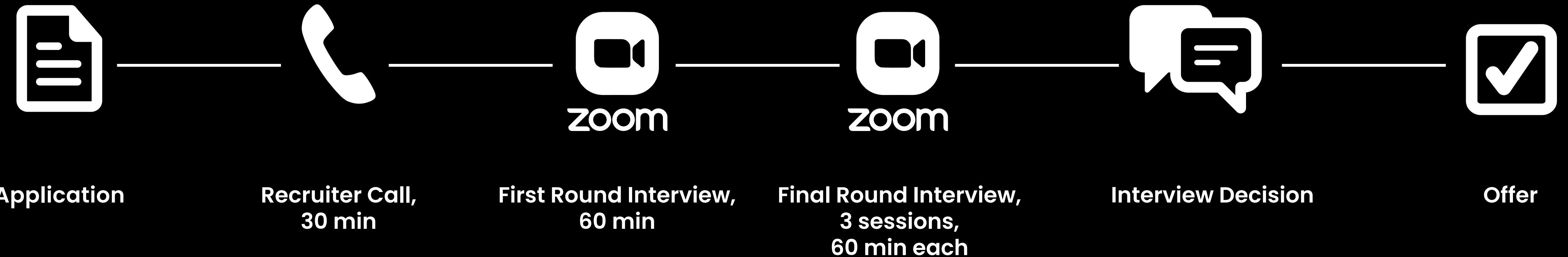
OUR ROLE

SERVICES & DATA ENGINEERING

The Services and Data Engineering organization, or SDE, owns the backend services and data powering Hulu, Disney+, ESPN+ and Star+. Our mission is to provide the highest quality, most resilient, and scalable customer experience for Disney Streaming customers around the world, while also being able to measure, observe, and provide insight into each process that powers the customer journey.

We foster a high degree of ownership within our organizations and teams, allowing our engineers and managers to choose what and how they build in our AWS cloud ecosystem, while providing best practices and patterns and a culture that embraces learning. With ownership, we also observe and promote cross-cutting aspects of service & data engineering such as: Security & Audit (where applicable, i.e. SOX, PCI), TCO (Total Cost of Ownership) and prioritizing cost-saving measures, and work with internal teams such as Core Engineering and SRE (Site Reliability Engineering) to ensure that as an organization, we learn and improve our ability to deliver at world wide scale

INTERVIEW PROCESS OVERVIEW



TWO PHASES

Your interview process comprises of ***two phases***. First is a technical interview performed over video with a member of our interview team, followed by a final round of interviews, consisting of ***three sessions – Pair Programming, Systems Design, and Behavioral***. For each of these three sessions there will be two interviewers attending.

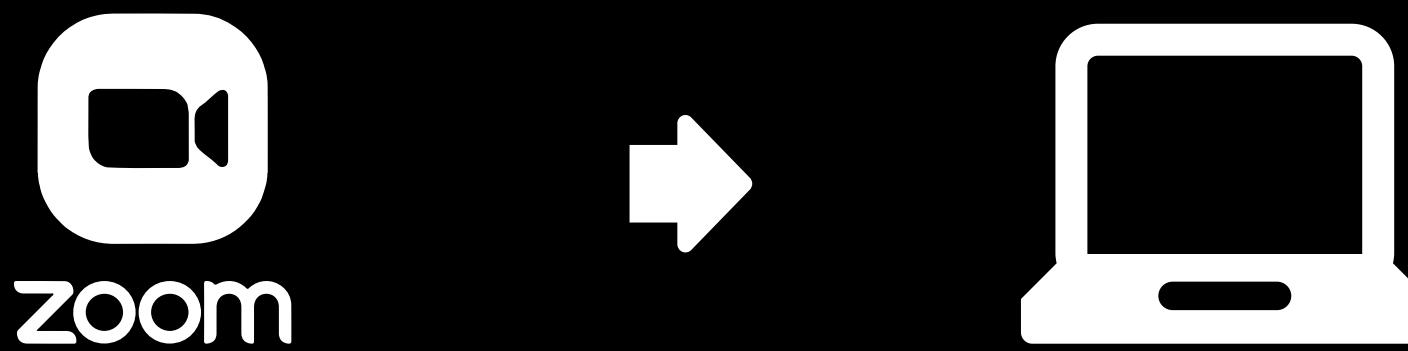
HIRING PANEL

The hiring panel is made up of your Recruiter, the relevant hiring manager(s), and each of the interviewers. The team will meet shortly after the interviews are completed to debrief on feedback from each session and produce a hiring recommendation.

💡 INTERVIEW PREP 💡

We'll use **Zoom** for the interviews.

We recommend installing the application rather than using the web version as this makes the general experience better, including sharing your screen for the programming exercise.



If this is an issue please let us know and we'll find an alternative.

**FIRST
ROUND**



PROGRAMMING EXERCISE

PROGRAMMING EXERCISE

The exercise will be shared via a personalized HackerRank link. However, we want you to feel comfortable and relaxed on the day, and we've found that working in your own environment helps with this. With that in mind, please come prepared with your favorite **IDE/Editor configured** and ready to go – we'll just ask you to share your screen using the zoom call. As a fallback, it is possible to solve the problem within HackerRank itself should that be your preference.

We are interested in both the approach you take to a problem and the solution you come up with. So talk through your decision making process, think about approaches you can take to ensure the solution is correct, and call out anything you might do differently/additionally given more time. We don't expect you to finish everything – so don't worry about the time limit! Our focus is more on practical problem solving, rather than algorithms and data structures.

While the majority of our teams are primarily using Java and Scala, we're more than happy for you to solve the problem in another language if you prefer – we don't treat knowledge of a specific language as a barrier for entry. We know that good engineers can learn new skills, and we're happy to help teach them!

EXAMPLE QUESTIONS



Think about both positive and negative experiences, and where you have overcome challenges to achieve a positive outcome - especially in areas of ambiguity. We'll also dig into any technologies you're familiar with and perhaps some that you're not: examples include Scala & its frameworks/libraries, data persistence, AWS & Infrastructure.

Here's a few example questions to help you get an idea of what to expect, outside of the programming exercise. While we can't promise these exact questions will be asked, they'll be touching on the same areas.

- How do you manage code quality in your team?
- Can you describe the development process you followed in your previous job? Think also about how you ensured quality was maintained throughout the delivery
- Could you walk us through the delivery of a recent project where you enjoyed your role from inception through to production? Call out any key decisions, business or otherwise.
- Can you give me an example of a time you contributed on something that was completely outside of your area of responsibility?

A close-up photograph of Baby Yoda from the Star Wars series "The Mandalorian". He is wearing a brown, textured coat over his light-colored, fuzzy skin. His large, expressive eyes and long, pointed ears are prominent. The background is dark and out of focus.

**FINAL
ROUND**

**PAIR PROGRAMMING
SYSTEMS DESIGN
BEHAVIORAL**

PAIR PROGRAMMING

The programming challenge will be **shared via GitHub** shortly before the interview, so please be prepared to clone the repository and build it. We want you to feel comfortable and relaxed on the day, and we've found that working in your own environment helps with this. With that in mind, please come prepared with your favorite **IDE/Editor configured** and ready to go – we'll just ask you to share your screen using the Zoom call.

The exercise will be more involved than the challenge you may have completed on the previous interview. We'll provide you with a partially completed codebase, along with some User Stories / Requirements to work through.

As noted in the first round interview, we use a multitude of languages here, and each team is different. The job description will outline technologies, and your recruiter will discuss this with you. We generally don't treat specific programming language expertise as a barrier to hiring, unless specifically noted on the job description. In all other cases, we're happy to work through the exercise using your preferred language.

SYSTEMS DESIGN

This is a direct follow-on from the previous session, and may involve the same or different interviewers.

The aim is to discuss in detail your ability to design and architect distributed systems, with a focus on distribution and scale. We will present a problem in the form of requirements and incremental parts to be completed, and will ask you to treat the interviewers as product owners: clarifying requirements or business decisions where necessary.

Call on your previous experience when solving this and explain the choices you make, including the trade offs that result (either technical or otherwise).

We try to keep the challenge related to our business. For example: Complete the architecture for a system to measure Quality of Service for Disney+, or Design a fault tolerant service to interact with troublesome third parties.

 **Here's a helpful primer to get you used to thinking about system design <https://github.com/donnemartin/system-design-primer>.**

BEHAVIORAL

The focus here is less about the technical, and more about what it will be like working together.

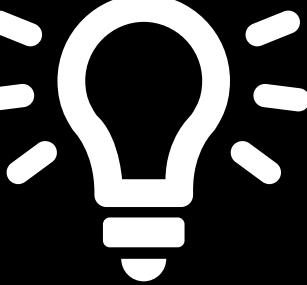
This covers leadership, communication, process & teamwork, dealing with conflict, and our core values.

Some example questions to help you get a feel for what the session is like:

- When you're in a meeting and everyone is trying to talk at once, what do you do?
- How do you ensure effective communication between teams in an organisation spanning multiple time zones?
- What would you do if there was a production issue caused by your mistake?
- Discuss a project you were involved in that failed.
- What would you do if your team didn't want to implement your idea?
- Can you talk about a weakness that you've addressed over the past year?
- How would you deal with a disagreement between yourself and another colleague or stakeholder?
- How do you deal with conflicts between reports or stakeholders?
- How do you bring people into the conversation?
- How do you represent those who are either not in the "room", or not invited to the "room"?
- How do you relate to the values of your current employer?

 **Think about both positive and negative experiences, and where you have overcome challenges to give a positive outcome.**

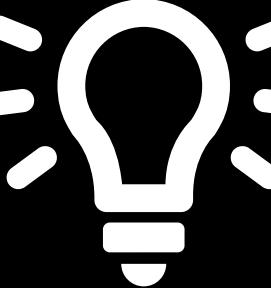
GENERAL INTERVIEW TIPS



PART I

- Review the job description before the interview so you can explain how your technical qualifications align with the role.
- Be prepared to discuss technologies listed on your resume. Include "I"-statements to describe your individual contributions rather than solely talking about what the team as a whole accomplished as a joint group.
- We also understand that interviews should go both ways, so bring questions that you have for us about culture, tech stacks, team structure, or anything else you want to know.
- We are as interested in the approach you take to a problem, as much as the solution you come up with, if not more. So talk through your decision making process, think about approaches you can take to ensure the solution is correct, and call out anything you might do differently/additionally given more time.

GENERAL INTERVIEW TIPS



PART II

- Think about both technical and business needs, how would you trade one for the other? Do you need to?
- We don't expect you to finish everything - so don't worry about the time limit! Our focus is more on practical problem solving, rather than algorithms and data structures.
- Talk through your thought process, even if it seems obvious.
- Ask questions if anything isn't clear, often the requirements are deliberately ambiguous. Don't be afraid to question and probe for clarity.
- We don't expect you to finish everything, but feel free to talk about what you would do next, or how you may do it differently given time / a do-over.
- Try to enjoy yourself. We know interviews are stressful and we'll do our best to make you feel welcome and relaxed.

LEARN MORE ABOUT US & OTHER RESOURCES

- DISNEY CAREERS PAGE
- DISNEY STREAMING ON GITHUB
- DISNEY STREAMING BLOG
- DISNEY PLUS SUBSCRIBERS SURPASS 73 MILLION AS OF FEBRUARY
- ENGINEERING ON DISNEY+, DISNEY CAREERS YOUTUBE
- HEAR WHAT DISNEY+ TECHNOLOGISTS HAVE IN STORE, DISNEY CAREERS YOUTUBE
- LINKEDIN: SUCCESS IN THE CODING INTERVIEW
- MIT COURSEWARE, “HACKING A GOOGLE INTERVIEW”

**GOOD LUCK ON
YOUR INTERVIEW!**

