woven by TOYOTA

LS 500h

Welcome to Woven by Toyota

01
Vision

02
Values

03
Mission

To inspire a world where the expansion of mobility redefines what's possible

1. Creative Ownership
2. Growing Together Through Teamwork
3. Courage to Make History

To challenge the current state of mobility through human-centric innovation

Who you'll be working with throughout the interview process

Recruiter

Your recruiter will be your key point of contact for HR and role-specific topics from start to finish: from initial HR Interview through to Offer Meeting

Recruiting Coordinator

Your recruiting coordinator will be your key point of contact for interview scheduling throughout the interview process

Interviewers

The interviewing panel includes your future teammates, a cross-functional member, and the hiring manager / leader of your future team

Our Hiring Process

*Hiring process might vary depending on position

Application / Resume Review
The recruiter & hiring team will review your application, and your recruiting coordinator will notify you of the result & next steps

⟶ **HR (Recruiter) Interview**
Call with the recruiter to align on role requirements & career goals

⟶ **Technical Assessment**
Pre-screening on technical ability via either a role-specific challenge, live coding interview, portfolio submission, or open source public contributions

Virtual / Onsite Interviews
Technical Interview(s), Cross Functional Interview, Hiring Manager Interview

⟶ **Hiring Decision**
The recruiter & hiring team will review your interview feedback and reach a final decision

⟶ **Offer Meeting**
The recruiter will arrange a call with you to walk you through the details of your offer letter, company benefits and onboarding process

HR (Recruiter) Interview

OBJECTIVE

To assess culture and role alignment, and calibrate on expectations regarding responsibilities, career goals & requirements

TIPS

- Be clear about your motivations as to why you want to work at Woven by Toyota
- Be prepared to tell us how the role aligns with your interests and career goals
- Highlight key areas of the job description and how they align with your past experience
- Try to understand our company values, and ask us about them
- Prepare for behavioral interview questions based on your experience
- Prepare for role-specific screening questions

Technical Assessment: Role-Specific Challenge

*Dependent on the role

OBJECTIVE

To assess your role-specific knowledge and problem solving skills through a situation-based challenge specific to the role

TIPS

- Carefully read through the challenge instructions
- Confirm the due date
- Ask questions if there's anything unclear about the challenge
- Double check your work before submitting
- Do not upload your solution online (publicly viewable repositories etc.)

Technical Assessment: Live Coding

*Dependent on the role - for SW Engineering roles

Expect to be evaluated on your coding proficiency and problem-solving skills. It will be helpful to review fundamental concepts, algorithms and data structures.

Practice. Practice. Practice. Brush up on writing code as if you were writing it in your day-to-day. Since the coding exercise is timed, practice under time constraints to ensure you are pacing yourself.

Avoid over engineering. Focus on the parameters that are relevant to the given problem.

Stay organized. Keep your code clean, and well-structured. Quality is more important than a correct answer.

Explain your thought process. Remember to communicate with your interviewer as you work through your solution. Your thought process and problem solving ability are just as important.

Do not Google the answer or use tools like ChatGPT to solve the problem. Expressing uncertainty won't be held against you. We value your approach.
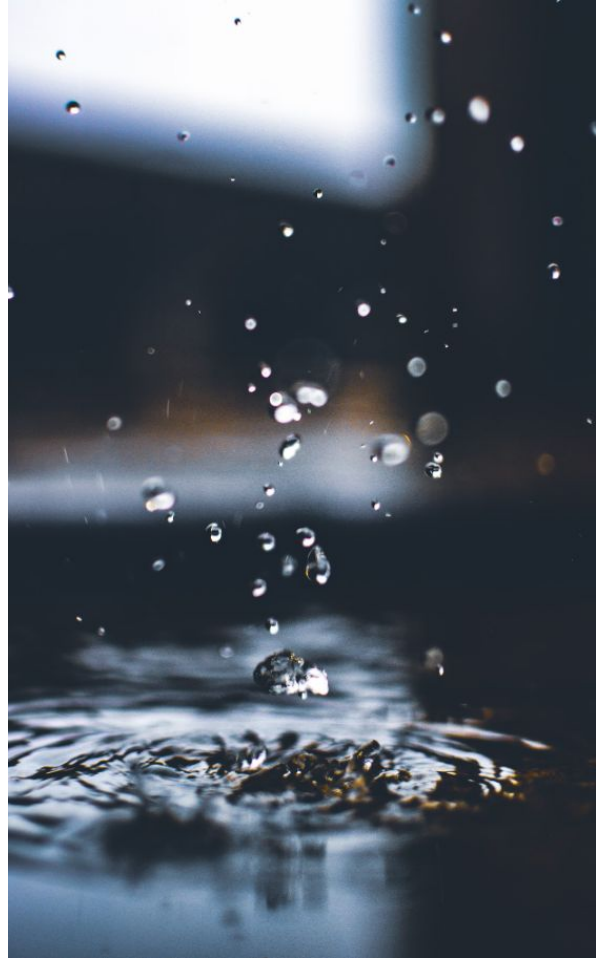
Technical Interview(s)

*Please note that depending on the role you are applying for, you may have more than one technical interview. For Software Engineering roles: please note that technical interviews can include a live coding assessment, please refer to slide 7

OBJECTIVE

To assess your role-specific knowledge and skill sets in line with the role requirements

TIPS

- Don't be afraid to ask clarifying questions
- Think out loud; walk the interviewer through your thought process
- (For engineering roles) Understand CS fundamentals, system design, data structures & algorithms
- Be prepared to showcase your previous professional experiences through specific examples and data
- Do not Google the answer or use tools like ChatGPT to solve the problem

Cross-Functional Interview

OBJECTIVE

To assess teamwork & collaboration skills within and across teams. You will be speaking with a member outside of your team to align on behaviors and values

TIPS

- Give clear, direct answers to questions that ask for examples. Summarize and stay close to the topic
- Be prepared to share examples of how you collaborated with people inside your team & across teams
- Think about what you learned from your experience collaborating with different people
- Be prepared to answer role-specific questions

Hiring Manager Interview

OBJECTIVE

To assess both soft and technical skills and align on expectations around role scope, day-to-day responsibilities, working style and other role-specific topics

TIPS
- Give clear, direct answers to questions that ask for examples. Summarize and stay close to the topic
- Be prepared to discuss your career aspirations
- Be prepared to discuss your past experiences and projects

Interview Prep

https://www.linkedin.com/company/wovenbytoyota/about/

https://woven.toyota/en

https://medium.com/@WovenbyToyota

Check out these resources!

➡ Technical Interview Handbook (External)

➡ STAR Method Guide (External)

➡ Office Introduction Video (Woven by Toyota
Nihombashi Office- Tokyo)

➡ Coderpad - Coding interview preparation
guide (External)

➡ Coding Practice (External)

*These external resources are provided as suggestions
only. Woven by Toyota is not responsible for the content

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Interview Tips

Familiarize yourself with the business area you are applying to: hiring managers will want to know why you're interested in joining *their* area of business. Woven by Toyota has a complex business portfolio, and the more you show your curiosity in understanding the business area, the higher the chance you'll have of standing out from other applicants

Use the STAR method to structure your answers**:** we use behavioral interviewing to assess culture and values alignment. We'll want to know how your past experiences align with situations you'll likely be facing in the role, and we'll want to know what the situation was, what was the task at hand, what action did you take, and what was the result or impact?

Do keep your answers relevant and concise, and ask clarifying questions **:** it is a common habit to speak at length when nerves get in the way. If you sense that your interviewer is lost in the dialogue, do check in to see if your response is actually answering the question at hand. Don't worry, it is always possible to steer a response back in the right direction!

Do embrace challenges and failures you've faced in previous situations: we believe continuous learning and improving is key to success

Showcase your accomplishments from past roles to highlight your contributions, using specific examples. Demonstrate how you've used your skills to excel in previous roles

Use numbers and data to back up your story on what you achieved, how you achieved it, and what the impact was to the team and wider organization

Actively listen to your interviewer's questions and comments. Take a moment to gather your thoughts so you can respond appropriately

Prepare questions for each round of interviews, and remember your audience. Interviewing is a 2-way street, and this is your chance to learn more about us. By the end of the process, you should be armed with enough information to be able to make a good, informed decision about your career

FAQs

How long does the interview process take?
We strive to conduct a thorough and thoughtful interview process to ensure we find the best fit for our team. While the exact duration of the process may vary, our interview process typically takes around three to eights weeks, from the initial screen to the final decision. However, please keep in mind that this timeline may be subject to change depending on various factors.

How much control do I have over the scheduling or timing of interviews? We understand that managing a busy schedule can be challenging, and we want to ensure that the interview process is as convenient for you as possible. If you have any specific time constraints, please let your recruiting coordinator or recruiter know and we'll do our best to accommodate your timeline.

Is the coding screen timed? Will it be over video?
Yes, the coding screen is timed to ensure a fair and consistent evaluation process for all candidates. You will have the whole interview time to complete the coding assessment. As for the format, the coding screen will be conducted over a video call. During the session, you will be asked to share your screen, allowing our evaluators to observe your coding skills and problem-solving approach in real-time.

What are the in-office expectations? We operate on a hybrid work system, which combines in-office work with some remote work. Working arrangement is decided on a team-by-team basis. It is recommended that you ask your future manager what the working arrangement is for their team during the final Hiring Manager Interview.

Best of luck!