

TECHNICAL INTERVIEW PROCESS GUIDELINES

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NaviFloor Robotics, Inc.

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1. PURPOSE AND SCOPE

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1. This document establishes the standardized technical interview process gu

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2. These guidelines apply to all technical positions including but not limited

2. INTERVIEW STRUCTURE AND STAGES

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1. ****Initial Technical Screening****

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45-minute virtual technical assessment

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Focus on fundamental robotics concepts, SLAM algorithms, and programming

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Standard question bank maintained by Technical Recruitment Committee

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Mandatory recording and documentation of responses

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2. ****Technical Deep Dive****

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2-hour comprehensive technical evaluation

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Includes live coding/system design exercise (90 minutes)

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Architecture review for senior positions

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Robotics simulation challenge for specialized roles

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3. ****System Design and Architecture Round****

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Applicable for Senior Engineer level and above

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Focus on NaviFloor's proprietary terrain-mapping systems

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Evaluation of distributed systems knowledge

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LiDAR and sensor fusion architecture understanding

3. EVALUATION CRITERIA

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1. ****Core Technical Competencies****

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Robotics fundamentals and control systems

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Real-time operating systems and embedded programming

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Sensor integration and fusion algorithms

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Navigation and path planning expertise

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Code quality and system architecture principles

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2. ****Specialized Skills Assessment****

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LiDAR processing and point cloud manipulation

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SLAM and localization algorithms

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Multi-robot coordination systems

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Industrial automation protocols

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Safety systems and fail-safe implementations

4. INTERVIEW PANEL COMPOSITION

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1. Each technical interview panel must include:

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Minimum two (2) senior technical staff members

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One (1) hiring manager or technical lead

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One (1) cross-functional team representative

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Optional: Chief Research Officer or CTO for senior positions

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2. Panel members must complete annual interview training and bias awareness

5. DOCUMENTATION REQUIREMENTS

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1. ****Mandatory Documentation****

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Detailed evaluation forms for each interview stage

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Technical assessment scorecards

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Code review documentation

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System design evaluation rubrics

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Panel consensus documentation

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2. All documentation must be retained in the Company's ATS for a minimum

6. CONFIDENTIALITY AND IP PROTECTION

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1. All technical problems, code samples, and system design challenges are C

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2. Interviewers and candidates must sign the Company's standard NDA before

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3. Recording or reproduction of interview materials is strictly prohibited.

7. SPECIAL CONSIDERATIONS FOR REMOTE INTERVIEWS

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1. **Technical Requirements**

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Company-approved video conferencing platforms only

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Mandatory recording of technical sessions

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Secure code sharing environment

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Remote whiteboarding tools

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2. ****Security Protocols****

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Multi-factor authentication for all participants

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Encrypted communication channels

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Restricted screen sharing permissions

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Monitored coding environments

8. COMPLIANCE AND FAIRNESS

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1. All technical assessments must be:

- - 10 -

Role-relevant and skill-appropriate

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Consistently applied across all candidates

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Free from unconscious bias

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Compliant with employment laws

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2. Regular audit of interview processes by HR and Legal departments.

9. AMENDMENTS AND UPDATES

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1. These guidelines shall be reviewed and updated annually by the Technical

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2. Material changes require approval from the CTO and Chief Research Officer

10. AUTHORIZATION

This document is authorized and approved by:

—

Dr. Sarah Chen

CEO & Co-founder

NaviFloor Robotics, Inc.

—

Marcus Depth

CTO & Co-founder

NaviFloor Robotics, Inc.

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Richard Torres

Chief Operating Officer

NaviFloor Robotics, Inc.

Date: January 15, 2024

