

# Initial Screen Interview Guide



Welcome to your preparation guide for your interview at Meta! This guide will take you approximately 30 minutes to review. Use the table of contents below to quickly jump to the section you are looking for. Whether you’re taking your initial screen or your full loop interview, our Production Engineering leaders and recruiters put together this guide so you know what to expect and how to prepare. We recognize that interviewing can be stressful, so we hope this guide provides the information and resources you need. Remember, your recruiter is there to support you, so please reach out to them with any questions.

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## Accommodations process

Meta is committed to providing reasonable support (called accommodations) in our recruiting processes for qualified candidates with disabilities, physical conditions, mental health conditions, neurodivergence, sincerely held religious beliefs, pregnancy, childbirth, or related medical conditions, as required by law. If you need assistance or require an accommodation, reach out via the [Accommodations request form](#).

## Team introduction

Production Engineering exists to keep Meta scalable, reliable, maintainable, and, most of all, hackable. We work closely with software engineers to help them make the best use of Meta's infrastructure and to identify gaps in that infrastructure, and with infrastructure engineers to make sure they're building infrastructure that meets the needs of current and planned products and is scalable, reliable, maintainable, and hackable. Production What You'll Find in This Guide Interview Process Overview Exploratory Interview Service Ownership Interview Final Tips and Post Interview 2 Engineering also owns various infrastructure components and tools to help make all this possible at scale and at speed. In many ways, we form the "glue" between product and infrastructure, both organizationally and in terms of the work we do and the systems we own.

<https://engineering.fb.com/category/production-engineering/>

## Interview process overview

This guide will explain what to expect during your interviews with Meta. As part of your interview, you will have the opportunity to meet with peers, cross-functional partners, and other leaders at Meta. Your recruiter will be your guide throughout the process and aim to adequately prepare you to bring your best self to your interview.

### What will your interview process be?

Your interview process will include two interviews; each interview will leave a few minutes at the end for your questions. You can expect the following interviews in the initial interview rounds:

- Exploratory Interview - 60 minutes
- Service Ownership - 45 minutes

### Video Conference interview best practices

- Make sure you're in a quiet environment.
- Double check that you have a reliable internet/phone connection.
- It's okay to ask the person you're speaking with to speak slowly if you can't catch what they're saying.
- You'll need a laptop with a webcam, speaker, and mic. We recommend using a headset or headphones with a mic for better quality audio, but this is optional.
- While we embrace the usage of advanced tooling in our day-to-day work to build the future of social connection, we ask that you not use any unauthorized outside assistance during interviews. Throughout the interview process you may be asked to share your screen via Zoom. Here you can find [guidance](#) on how this works. Additionally, we ask that you disable and not use filters during your interview. This will

help us get an understanding of how you approach problem-solving and coding independently. Outside assistance includes, but is not limited to, consulting external resources, seeing help from others, or using AI tools, like ChatGPT.

- For your interview, ensure Zoom screen sharing is enabled in advance, as setup may require a few minutes. Here's how: [Enable Zoom screen share](#).
- A filter is considered any tool/feature that applies visual effects to your video feed, including virtual/blurred background.

## Interview Dress Code

As you're probably aware, we promote a casual environment at Meta so that everyone can be their authentic selves. Formal dress is not required (jeans are definitely ok!). Dress comfortably. We care about what you can do, not what you wear.

## Exploratory Interview

### What can you expect?

The purpose of the exploratory interview is to assess experience in owning a production environment and assess applicable leadership experience. Be prepared to speak about past experiences in managing and maintaining production systems, approach to leadership and team management, and ability to handle challenges and difficult situations.

The exploratory interview sets the tone for all of the production engineering interviews at Meta. This interview is designed to give the interviewer an understanding of your experiences and ability to take ownership in a production environment. The interviewer will also answer your questions and provide more exposure to the opportunity and Meta's production environment.

### What do we look for?

In your Exploratory interview, your interviewer will assess your performance on five focus areas:

- **Developing Others:** Builds the team and incorporates regular feedback to grow and develop strengths.
- **Driving Success:** Drives progress towards results by balancing analysis with decisive action. Pushes self and others to deliver against objectives. Is selfdirective and proactive in making progress on the most critical work and empowers teams despite obstacles or roadblocks.
- **Partnering:** Builds relationships and works effectively across a diverse group of people to accomplish mutual goals.
- **Prioritizing:** Assesses changing business priorities and aligns XFNs to focus on the most important work.
- **Production Ownership Experience:** Demonstrates experience in managing and owning a large-scale end-to-end backend services or infrastructure.

### Sample topics/questions

In your Exploratory interview, you'll be providing specific situational examples to topics such as:

- Complex cross-functional projects that required deep partnership from end-to-end

- Building cross-functional relationships
- Motivating and tracking performance of your team
- Aligning teams with competing goals/motivations
- Influencing others to your way of thinking in a key project
- Improving systems based on findings from an event
- Building up others and helping your team overcome challenges
- A business achievement you're especially proud of and why
- Projects with significant time pressures
- Supporting the growth of others on your team
- Failure scenarios and what you've taken away from them

## How to prep

Interviewers can only assess your skills and abilities based on what you show them during your interview, so it's important to plan and prepare to best showcase your strengths. Outline [STAR Behavioral](#) examples to practice questions and self-evaluate to ensure that you're comfortable sharing the examples without relying on documents.

## Service Ownership

### What can you expect?

The purpose of the service ownership interview is to assess ability and experience in expanding, replacing, and/or troubleshooting services. This involves being able to design, implement, maintain, and monitor scalable and reliable systems, as well as being able to identify and resolve issues that may arise. In order to prepare for this interview, familiarize yourself with common service design patterns and best practices, and be able to explain your approach to designing and maintaining services. Be prepared to provide examples of how they have expanded, replaced or troubleshoot services in the past.

### What do we look for?

In your Service Ownership interview, your interviewer will assess your performance on four focus areas:

- **Driving Success:** Drives progress towards results by balancing analysis with decisive action. Pushes self and others to deliver against objectives. Is selfdirective and proactive in making progress on the most critical work and empowers teams despite obstacles or roadblocks.
- **Managing Production Changes:** Understands the concept of roll forward and roll back, staging, canary, gatekeeper, the economics of the deployment, the requirements to launch, how to deploy services in a large environment, and 5 asks about levels of stability.
- **Operations Metrics:** Ensures the safe deployment of services within a large environment by employing the right tools and metrics to monitor service health (e.g. latency, on call) and grow from incident

management.

- Troubleshooting Technical Issues: Applies appropriate techniques and methodologies to identify, debug, or troubleshoot technical system issues.

## Sample topics/questions

This interview will test your abilities to either work through a major service outage, deploy a new service, or take over an existing struggling service. The interview will consist of one hypothetical case study question related to these topics e.g. the owner of our Messenger service complains about intermittent poor performance. How would you approach this situation (i.e. what would you do technically and organizationally to diagnose, troubleshoot and manage this issue)?

## Tips for the interview

- Ask clarifying questions to further understand the scenario being described.
- Determine which parts of the problem are most important and will affect the outcome.
- Be prepared to evolve your solutions and iterate as you get more information.
- Approach problems from multiple angles. Don't just attack the problem from a purely technical or purely organizational angle.

## How to prep

In addition to reviewing the above information, these tips may be helpful as you prepare. The best way to prepare for a case study type of interview is to practice responding to several similar prompts given the same time constraints. After you go through this process, self-evaluate and consider how you would rate your performance against the focus areas defined above. Consider patterns in your performance. Are you running out of steam in certain sections? What kind of structure can you apply to your thinking when it comes to deployment or stability decisions? What tools can you use to diagnose technical issues? What frameworks can you employ to conduct tradeoff analysis?

## Final tips for your interview

- **Be yourself.** This means being open and honest about your successes and ways you've improved throughout your career. Also, be sure to call out how you have specifically added value to your team or projects you've contributed to. We value teamwork and what each individual member brings to the table.
- **Carefully review and familiarize yourself with the job description and perform research on Meta and the role.** Be prepared to answer why you are interested in this specific role and in working at Meta.
- **Please take the time to review our [mission statement](#) and [core values](#).** These values influence how we work together to fulfill our mission to build the future of human connection and the technology that makes it possible. We also encourage you to take time using our technologies such as Facebook, Instagram, Messenger, and WhatsApp.
- **One important piece of advice for your interviews: it's ok if you don't know!** No one who works at Meta is

an expert in all things, and we don't look for perfection in the people we interview. If you aren't sure of something during your interview, you're encouraged to ask clarifying questions and be upfront if there are topics that you have less experience with.

- **Prepare thoughtful questions for the interviewer(s).** Your interviewer may challenge your ideas, and you should be ready to speak not only to what you recommend or have experienced but the why as well. It is important to think outside the box and to approach problems from creative and different perspectives.

## Post interview – What to expect

You can expect your recruiter to provide a specific timeline or updates along the way. Your recruiter will inform you of next steps after your interview as soon as they are available. Feel free to follow up with them if you have not heard within a week of your interviews.

## Appendix / Resources

Below is a curated list of resources to get started and help you prepare.

### Role-specific prep

- [Influence over authority](#)
- [Damn the org chart](#)
- [Engineering Leaders @ Meta](#)

### Meta resources

- [About Meta](#) website
- [Meta Newsroom](#) website
- [Meta Careers](#) website
- [Culture at Meta](#) website
- [Meta employee benefits](#) website
- [Interviewing at Meta: The keys to success](#) blog

### Update personal information, track interview progress, and send thank you notes.

At any time during the interview process, you can track your progress, send thank-you notes and update your personal information all via the [Career Profile](#). If you do not receive a link from recruiting, you may create one.

**Thank you for taking the time to review this guide!**