



Brighter Tunnel | *The Interview Process*

Client Onboarding:

Understanding Your Needs: We work closely with you to grasp your specific hiring requirements, including role specifications and job descriptions. We then meticulously select tailored questions from our extensive pool of curated questions.

Before the Interview:

Candidate Details: Clients provide us with candidate information, including email, job description, resume, and any specific preferences.

Efficient Workflow: Utilizing our streamlined email process (soon to be integrated into a web portal), we promptly reach out to candidates with a link to schedule their interview via Calendly. We include tips and guidance to ensure candidates are well-prepared for the interview.

During the Interview:

Interview Setup: Conducted via Zoom, with CoderPad as our shared IDE, our interviewers take notes via Google Forms.

Interview Format:

1. **Introduction:** The interviewer briefly introduces themselves and explains the agenda for the 60-minute interview.
2. **Candidate Introduction:** Candidates are asked to introduce themselves and provide a 1-minute summary of their background.
3. **Project Discussion or Knowledge Questions:** A 10-minute session covering either project discussion or knowledge questions, based on the candidate's experience level and client preferences.
4. **Coding Exercises:** 45 minutes of coding exercises, evaluating criteria such as problem-solving approach, code completeness, time and space complexity, language familiarity, and communication skills.
5. **Conclusion:** The interview concludes with an explanation of the next steps and allows the candidate time to ask questions.

After the Interview:

Post-Interview Follow-Up: We promptly forward the interview recording and notes to you for further review and consideration, along with our recommendation on moving forward with the candidate.

**Coding Questions (45 Minutes):**

Candidates are invited to a shared IDE where they are presented with coding prompts. They are given the flexibility to choose their preferred programming language. The candidates are then tasked with solving the provided problem, with the option to discuss their approach before coding. Additional prompts may be offered based on time availability. Evaluation criteria include the accuracy of the solution, completeness of code, correctness of time and space complexity analysis, proficiency in debugging, familiarity with the chosen language, and communication skills.

Project Discussions (10 Minutes):

Candidates are asked to discuss a project from their past experiences, focusing on technical details and challenges faced. The interviewer evaluates the candidate's understanding of the project's technical aspects, problem-solving abilities, and communication skills. Project details and technical challenges are noted, and the difficulty level of the project, the candidate's explanation is ranked.

Knowledge Questions (10 Minutes):

Candidates are presented with a set of six questions covering various software engineering topics. These questions aim to assess the candidate's general knowledge and understanding of concepts beyond coding. The interviewer evaluates the accuracy of the candidate's responses and may ask follow-up questions to gain further clarity. Answers are assessed based on their correctness and the candidate's ability to articulate complex concepts.



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