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# What does Companies look for in you?

## Facebook:

* collaboration with real human beings
* took the initiative
* risk-taking
* successful business outcome

# Tell me about yourself

# Current Company

## Tell us about your current position

## your department's most recent success

# Why are you switching from your company?

# Ideal work environment

# Why are you interested in?

## Facebook:

World's biggest social network. Innovative people. Has a huge social impact, and it will give you an opportunity to make a difference at a global scale.

 5 core values (move fast, be bold, focus on impact, be open, and build social value).

# What does it mean to be successful?

# Where do you see yourself?

## 1 Year:

## 5 Year:

## 10 Year:

## 20 Year:

# What would you like to learn at?

## Facebook

# Strengths

# Weakness

# Why should we hire YOU?

*What can you do for us that someone else can not?*

# Accomplishments

# What are you most proud of?

# What was the best decision you ever made?

# Team Work

## How do you collaborate with their peers?

## How do they resolve conflicts?

## prefer working alone or in teams?

# Conflicts & Disagreements

## Supervisor

## Peers

## people disagree with your ideas

## people don’t like you

## How do you deal with conflict?

## Time when you advocated for and pushed your own ideas forward despite opposition?

# Competitiveness

## How do you deal with competition? Are you a competitive person?

# Taking Initiatives & Lead

## example when you took initiative and lead the project

## Requirements were ambiguous

*Give me a scenario where the requirements were ambiguous, what did you do?*

## What motivates you to go the extra mile on a project or job?

# Creativity

## most creative thing you have ever done

# Mentoring

## How do you like to give and receive feedback?

# Goal Setting, Planning & Failures

## An important goal you had to set

*Tell me about your progress in reaching that goal. What steps did you take?*

## Example of a problem you faced on the job

*How did you resolve it?*

## Example of most challenging project

*and what is that one thing you would have loved to do differently*

## Situation where you messed up

*Describe a situation where you messed up, or your results were not up to your supervisor's expectations. What action did you take? Were you discouraged by this?*

## Learned from your mistakes?

# Retrospection

## Not very satisfied with your own performance. What did you do about it?

## What could you have done better?

*If you could go back in time and do one thing better what would that be ?*

# Passionate about

## Technologies

*What kinds of technologies are you most excited about?*

## Tell me something about yourself that is not on your resume

Current:

            working as a Advanced software engineer at Altera. I work in a team responsible for a java based system design tool called Qsys.

Background:

            Background is in Computer science and networking.

·         Undergrad in India.

·         Masters in Telecommunication and Networking at UPenn.

My area of interest in my masters was in Internet web systems, distributed systems, software engineering, big data.

After College:

·         After graduation Worked as a full stack web developer for primepay in pennsylvania.

·         I was designing database tables, Sql views, implement backend asp.net MVC 3 features, as well as front end features in jquery, javascript, AJAX, css.

Currently:

            I was attracted to the technical scene in the west coast and I wanted to try my hand at a totally new domain where I am not familiar with - so, I moved to Altera,  Hardware based company, manufacturing FPGA IC’s.

Why are you switching from your company?

I have been with Altera for close to 3 years now and I think I am doing pretty good here.

I have moved up ranks in my team in terms of the knowledge in codebase as well as handling responsibilities.

But, One drawback of working in a software department for a hardware based company is that;

software is not the primary money maker for the company. so the budget allocation is limited and less resources available. and hence software is always catching up to the hardware. there are not lot many innovations happening in software front.

hardware industry in itself is very slow moving

A question keeps popping up in my head over last few months.

            Do I see myself leading a team, let's say in 3 years at my company ?

- If such an opportunity were to happen, I am not sure if I will be very excited.

I realized I am more interested to do things related to what I was doing in school and my previous job. building software systems related to Internet, mobile, web.

You have been working in hardware things, but how will you work here in Software ?

            - The data model that I work with represents hardware components. For example, System has collection of modules, Modules has connection points, connections etc. Even though the data model is different, our problems that we are trying to solve are very much classic computer science problems such as Trees, acyclic directed graphs. (for e.g, modules as nodes, connections as directed egdes). Information flows from one end of the connection to other end of the connection and the connectivity changes based on information.

So in reality, I was working on computer science problems from day to day but in a different domain. I think I will be able to leverage my experience in solving challenges from one domain and apply to other in future.

How will you fit in a start up?

- even though I worked in a big company, my team is very small, consisting of 6 members.

We kind of operate like a start-up with extra burden of being in a corporate. We hold daily stand ups, we have a open desk setup, everyone is encouraged to question and comment on the code of others. The codebase is so huge that no one knows all parts of the code. So, collaboration is not just encouraged but more of a necessity.

Being at a large company, we have internal clients who we have to talk to directly and implement features for them. Most of the time they don't know what they really want from the infrastructure and we have to work with them to define the spec and implement. I usually provide quick prototypes to my clients so that they can test and provide me an opportunity to fine tune and rework if its necessary. I think that is one of biggest strengths. I make sure my clients are using my feature successfully.

So, I think I would fit in very well in a real startup.

What do you like in a start up ?

The fact that you can make immediate impact to the product with your contributions. Also you get to do lot of stuffs, more responsibilities and ultimately you get to learn more.

What was your most challenging project and what is that one thing you would have loved to do differently?

  Its is a feature that I had to develop in C++ and QT framework in a particular release. that 3 to 4 months really stretched my comfort level I have to agree.

I have never worked in c++ before. I have to learn c++ from scratch. learn QT framework.(UI framework used for the product) . I had to learn internal API's and standards used within Altera.

And the added pressure of this UI feature was going to be the go to feature for all of Altera's users. It came up right on opening the tool.

Apart from this I was also fixing bugs and building time critical small feature requests in Java that others were waiting on.

At one point I had 4 different workspaces 2 for c++ , 2 for Java for 4 different codebases. switching from c++ coding to Java coding multiple times within a day. I also had to test my c++ features that it worked in windows and linux.

Yeah. that particular release was very crazy.

Do differently?

    I would not like to do such a thing again. Due to workload, something has to give.. I was not completely satisfied with my testing for the c++ features. Atleast testing in Java is bit easy compared to C++ testing.

What are three of your greatest strengths? Weaknesses?

Strength

            - think from customers point of view/ business perspective.  I deliver what I agreed upon and make sure they use it. I have been complemented specifically by my clients.

            - I good at building systems that are heavily tested. I am proud to say that I dont have a single bug filed in features that I have developed over 3 years at Altera.

            - I usually work in iterations. I usually try to get the whole flow  working with minimal feature set .Later, I will keep iterating and improve on it.

Weakness:

            - I try to comprehend and understand everything, before touching something. Sometimes when the code base is huge, I tend to get lost.

- more a positive or weakness. I am not good at solving abstract mathematical problems and equations. I usually convert them to concrete examples to solve that first and then abstract the solution.

Why should we hire you? / what do you bring to the table ?

Which one of your accomplishments are you most proud of and why?

- In 2013, after a public release, 13.1 of Quartus 2 tool, the Hard Processor team realized that their core did not work with DeviceTree Generator. It was a crisis situation that they had to release a service pack in order to provide support.

I had to build a feature that HPS team will be utilizing in order to make it work. The unfortunate part was they did not have  a clear definition of requirements. I had to implement the given requirement just to realize that they did not have enough resources to work. So, I had to build another new feature which will have a very minimal work for their team.

I had to be in constant communication with the other team in Penang, Malaysia and I was able to deliver successfully.

I was later appreciated by the other team manager. He came over to my cube, showed me the full effects and features that my work enabled.

Such appreciations are the ones that I am really proud of.

Tell me about a time when you failed?

Tell me something about yourself that is not on your resume’.

 - chess club,

What makes you stand out from the crowd ?

Why do you want to work at our company?

Tell us about your current position?

Altera:

Challenges:

Mistakes/Failures:

Enjoyed

leadership

Conflicts

What would you do differently?

Proud of/Accomplishment?

- awarded a gift certificate by my director for helping out my colleagues under critical time/ for teamwork.

Questions to ask:

- Describe your typical day ?

- who sets the requirements ? How do you get requrements?

-What brought you to this company? What is the interesting aspect of your work ? challenging aspect ?

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