Meta University – Engineering

Full Loop Interview Interview Guide

∞ Meta

What You'll Find in This Guide

Welcome to your preparation guide for your interview at Meta! This guide will take you approximately 10 minutes to review. Use the sidebar to quickly jump to the section you are looking for. Whether you're taking your initial screen or your full loop interview, our Meta University 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.

Accommodations Process

Before you get started, it's important to note that Meta is committed to providing reasonable support (called accommodations) in our recruiting processes for candidates with disabilities, long term conditions, mental health conditions or sincerely held religious beliefs, or who are neurodivergent or require pregnancy-related support. If you need support, please reach out to accommodations-ext@fb.com or your recruiter.

Team Introduction

Meta University is an immersive 10-week paid training program that enables students with a range of backgrounds, experiences and perspectives to get to know Meta's people, products and services.

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 one 45-min interview; Your interviewer should leave a few minutes at the end for your questions. You can expect the following interviews in the Full Loop interview round:

- Behavioral Interview

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.

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.

Behavioral Interview

What can you expect?

Meta's behavioral interview is 45 minutes long and is designed for your interviewer to learn more about your background, what you're passionate about in tech, and what kind of impact you want to make. The purpose of the behavioral interview is to assess if you would thrive in the company's fast-paced engineering organization.

Regarding logistics, the interviewer will start with introductions and expectations for the interview. The last five to seven minutes of the interview are left for questions. As a result, the discussion around your past experiences will be approximately 35 minutes.

What do we look for?

Your interviewer will be thinking about how your skills and experience might help Meta as well as how you tackle problems you're not as familiar with. In your MU Behavioral interview your interviewer will assess your performance on five (5)

focus areas:

- Driving Results: Pushes self and others to deliver against objectives

- Resolving Conflict: Handles conflict appropriately

- Embracing Ambiguity: Maintaining effectiveness operating in ambiguous and quickly changing situations

- Growing Continuously: Inclination towards continuous learning and experimentation

- Communicating Effectively: Effectively communicates relevant information

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. As you begin preparing, please reference your Career Profile for additional role-specific prep materials, if available.

In addition to reviewing the above information, these tips may be helpful as you prepare:

- Know yourself. Take the time to review your own resume as your interviewer will almost certainly ask questions about key events in your work/experience history.

- Be honest. Not every project is a runaway success, and we may not always interact perfectly with our peers. Being transparent in these situations won't be counted against you in the interview. In fact, sharing and discussing how you learned, improved and grew from your experience is valued.

- Use the S.T.A.R. (Situation, Task, Actions, Results) method to mentally organized your thoughts. This will provoke a well-thought-out chronological action of events. Easy to describe, easy to follow.

- Have concrete examples or anecdotes. Support each question with practical experiences and examples. Avoid theoretical answers – if you go into a theoretical tangent, your interviewer will redirect you to provide a concrete example.

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.

- **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.

- **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 of bringing the world closer together. We also encourage you to take time using our products such as Facebook, Instagram, Messenger, and WhatsApp.

- **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.

Engineering at Meta

- What is Meta University?

Connect with Meta Employees

- Once you've made it to the onsite interview stage, request to interact with an employee and learn what it's like to work at Meta through the Meta Connections Program.

Meta Resources

- About Meta website

- Meta Newsroom website

- Meta Careers website & Meta Careers for Interns & New Graduates website

- Meta Life website

- Meta Diversity 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!