agoda

TECHNOLOGY TEAM

# Interview Prep Guide

Overview

Agoda is an online travel booking platform for accommodations, flights, and more. We build and deploy cutting-edge technology that connects travelers with more than 4 million accommodations globally.

Based in Asia and part of Booking Holdings, our 7,000+ employ- ees representing 90+ nationalities foster a work environment rich in diversity, creativity, and collaboration. We innovate through a culture of experimentation and ownership, enhancing the ability of our customers to experience the world.
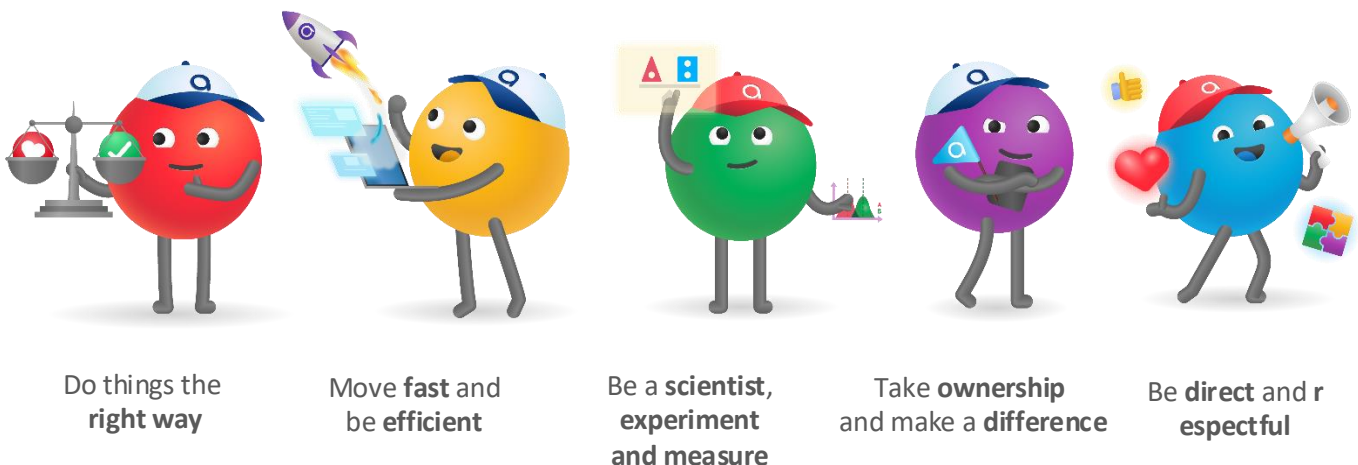
| 4M+ Hotel and home partners | 75 Offices worldwide |
| 98 Nationalities | 7,000 Agodans globally |
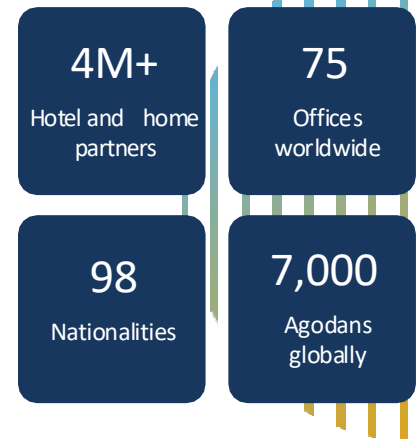
Engineering culture at Agoda Tech

Our engineering team works on cutting-edge technologies and innovative engineering culture to ensure we create a seamless experience for our users. We now serve over a million customers daily, offering the best deals on our inventory of 4M+ properties! We are loved by our users with a rating of 4.6/4.7 and have been awarded the Editor's Choice in the Google Play store.

At Agoda, we emphasize data-driven & agile development approaches. We believe technical excellence is the core agility across the company, which is why we continuously invest in the best engineering practices.

Agoda Core Values

Do things the **right way**

Move **fast** and be **efficient**

Be a **scientist**, **experiment and measure**

Take **ownership** and make a **difference**

Be **direct** and **r espectful**

How We Hire: Staff & Lead Software Engineer

At Agoda, we seek Staff and Lead Software Engineers who excel in driving architectural changes and leading development.

They demonstrate strong ownership, design new systems, and enhance team productivity. These engineers provide technical direction, write key components, and understand business impacts.

They possess exemplary communication skills, build relationships, and lead cross-team initiatives. Culturally, they show ownership beyond their team, improve technology and people, and serve as role models. They scale expertise, impact multiple teams, and drive strategic initiatives with strong leadership.

Architecting at Scale	Cross-teams Impact
Technical Leader	Masterful Coder
Influential Communicator	Stakeholder Management

Interview Preparation Summary

Stage 1: Coding	→	Stage 2: Frontend Platform	→	Stage 3: Architecture	→	Stage 4: Backend Platform	→	Stage 5: Cultural Fit

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Preparing for Stage 1   Coding

Your 1st round of Interview will center around your knowledge with DSA and Design Patterns. At a Staff or Lead level, you are expected to provide technical leadership in architecture and system design, but also spend a portion of time with Coding when required. We will assess on how you utilize your choice of programming language to address logical questions, ranging from Medium Difficulty.

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Interview Topics

- Scale, reusability, and testing are critical to Agoda. Do make sure that any problems posed should also keep this in mind on your solution.
- Excellent problem-solving skills by providing a clear and logical coding solution.
- Knowledge of Data Structures, Algorithms, Time and Space Complexity, and optimization of solutions
- Agoda mainly uses these tech stacks:
  - FE: Javascript, Typescript, ReactJS
  - FS: FE + .NET, C#, Java, Kotlin, Scala

Question tips

- Ask plenty of questions to get a sense of your goal, scope, and requirements.

  Note: Explore these resources from Leetcode to prepare you better for your interview

  - https://leetcode.com/studyplan/top-interview-150/

  - https://leetcode.com/studyplan/leetcode-75/

2 Preparing for Stage 2   `FE Platform`

Agoda's 2nd Round of Interview will revolve around your knowledge and practical expertise in key web development areas, providing both HLD and LLD. As a Staff or Lead Software Engineer (FS) at Agoda, you are expected to have leadership experience by leading technical projects, providing up-to-date technical expertise, drive decision-making and impact beyond your team, problem-solving, communication and stakeholder management.

Interview Topics

- System Design knowledge of building a complex platform from scratch.
- Knowledge and expertise in web development.
- Scale and testing are important to Agoda.
- Expertise in FE key concepts.
- End-to-end with high coverage of unit tests, providing comparisons between different levels of testing.

Question tips

- Clarify the goal, ensuring you ask plenty of questions to get a sense of your scope and defining the requirements.
- Using diagrams, charts would help and aid you in explaining your thought process to the interviewer.
- Explain not only the surface level application, but also your understanding of the underlying workings of the technologies you are using.
- Communicate clearly in a structured and concise manner.

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Preparing for Stage 3   Architecture

The 3rd round: Architecture is a critical part of your interview process. You will be expected work with HLD and LLD – where you could justify both high and detailed level of your approach. The goal is to showcase your understanding of how different parts of a system or application influence each other.

A Staff and Tech Lead at Agoda are to lead both the Architecture and System Design, with high level of complexity and scope. As a Staff Engineer, you are expected to lead and drive impact not only to your team, but across different teams and is regarded as a technological subject-matter expert. At the Tech Lead level, you are expected to lead and drive impact across different departments.

Interview Topics
- Scalability and testing are critical to Agoda's software design.
- Designing and improving of system efficiency through architecture,
- System design knowledge and applying it to your software design.
- Optimalization, trade-offs, and defining success.
- Cross-team or departments, or company-wide impact.

Question tips
- Reconfirm goal of your system, ask questions understand your scope and define requirements.
- Make use of diagrams, charts in articulating your thought process to the interviewer.
- Explain reasoning and thought process in a structured manner.

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Preparing for Stage 4   BE Platform

This round of Interview will revolve around your knowledge and practical expertise in backend development areas, including system design, connectivity management, in addition with testing methodologies and code reviewing activity.

As a Staff or Lead Software Engineer (FS) at Agoda, you are expected to have leadership experience by leading technical projects, providing up-to-date technical expertise, drive decision-making and impact beyond your team, problem-solving, communication and stakeholder management.

Interview Topics

- Enhancing scalable and user-centric demo systems.
- Managing connectivity and API integration.
- Conducting effective and detailed code reviews.
- Architecting resilient, high-scale systems.
- Ensuring quality assurance with comprehensive testing

Question tips

- Clarify the goal, ensuring you ask plenty of questions to get a sense of your scope and defining the requirements.
- Using diagrams, charts would help and aid you in explaining your thought process to the interviewer.
- Explain not only the surface level application, but also your understanding of the underlying workings of the technologies you are using.
- Communicate clearly in a structured and concise manner

5 Final Interview   Culture Fit

The discussion will center around how you would be a fit to the role, Agoda's core values and our Engineering Culture.

As a Staff and Tech Lead at Agoda, you are part of the technical leaderships at Agoda. Your leadership, communication, problem-solving, and technical expertise would be part of your interview considerations.

Interview Topics

- Examples where you drove decision-making which impacts across different teams or even company-wide. Particularly, where you are the leader in complex projects.
- Technical leadership and conflict management.
- Complex distributed systems and platform-level architecture understanding/concepts.
- Advocating for new technologies for the company and leading successful implementation.
- Driving discussions and convincing stakeholders.

Question tips

- Ask plenty of questions to understand the goal, scope and defining the requirements.
- Charts, diagrams are vital in aiding your explanation.
- A good approach for behavioral questions is by structuring your answer (STAR Framework is one of them).

Flexibility is advised, as changes or additional rounds may be required

Learn more from our Interviewers!
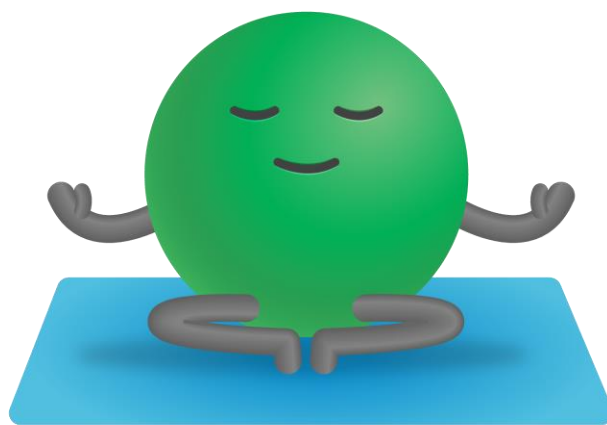
Before the Interview

The interviews will be conducted via **HackerRank** (a HackerRank link will be embedded in your interview invitation to be sent by our coordinator). You will be required to turn on your camera and share your screen during the interview.

Guideline on using HackerRank - Here is what to expect when you are invited to participate in an interview via HackerRank.

Click the interview link that has been shared with you. You will be prompted to enter as a Candidate. Or click here

Being Interviewed in HackerRank

Using HackerRank's virtual whiteboard - This article provides an overview of HackerRank's virtual whiteboard and how it can be leveraged during Architecture/System design interviews.

Using HackerRank's Virtual Whiteboard

Learn More about Tech at Agoda!

How we build travel for the world, collaborations among field experts, and our work culture that fosters growth at all levels.

Watch Now

Inside Tech at Agoda
The scale, impact, and culture

Agoda's Engineering Blog:
Learn more about how products are developed at Agoda, what is being done under the hood.

https://medium.com/agoda-engineering

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Explore More About Agoda!

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Good Luck!