

Subject: Buffalo Sabres -- Data Scientist Interview Process

From: Ventura, Sam

Sat, Sep
11, 2021,
2:11 PM

to Sam

Hello,

My name is Sam Ventura, and I am the Vice President of Hockey Strategy & Research with the Buffalo Sabres.

You recently applied to our open Data Scientist position. We received hundreds of applications from talented people around the world, like yourself. **You have been selected as a semi-finalist candidate for the position!**

The following information is strictly confidential. Please do not share any information with others, public or private.

The interview process will have four stages, as follows:

1. **Data Analysis Challenge (24 hours):** Each candidate will be given 24 hours to complete a data analysis challenge. I will send you a data file, a set of instructions, and/or a set of questions to answer with data. You will have 24 hours to complete this task. The candidates with the best submissions will move onto the next round.

Note: The challenge is designed so that it can be completed in much less time (4-6 hours). You are being given 24 hours so that you have ample time to complete it to your satisfaction.
2. **Interview with Human Resources (30 minutes):** This is a fairly standard screening interview. This will be conducted virtually.
3. **Technical Interview (30-60 minutes):** This will be conducted virtually. I will ask you about past projects that you've worked on, ask you questions about common problems that we face in hockey operations, and give you an opportunity to ask me questions.
4. **Final Round Interviews:** After stages 2 and 3, a small number finalists will be chosen. Those finalists will interview virtually with others in hockey operations, who will help assess each finalist.

What You Need To Do: Reply to this email with the following information:

- A. **Are you still available and interested in the position? (Yes/No)**

- a. If I do not hear from you before Tuesday, 9/14 at 9pm, I will assume that you are no longer interested in the position.
- B. Confidentiality Acknowledgment:**
 - a. Throughout the interview process (including this email, the data analysis challenge, the technical interview, the final round interviews, etc), you may be given access to proprietary and/or sensitive data, private information, or other proprietary content that is considered property of the Buffalo Sabres.
 - b. **Do you agree to keep all content from the interview process confidential? (Yes/No)**
- C. Choose a time slot to begin your 24-hour Data Analysis Challenge:**
 - a. Tuesday, 8/14, 9am ET
 - b. Tuesday, 8/14, 9pm ET
 - c. Thursday, 8/16, 9am ET
 - d. Thursday, 8/16, 9pm ET
 - e. Saturday, 8/18, 9am ET
 - f. Saturday, 8/18, 9pm ET
 - g. (If none of those time slots work for you, please let me know an alternative day and time that works.)

Please let me know if you have any questions. Thanks,

Sam