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Liatrio Hiring - Interview Approach

## Overview

Welcome! The goal of this document is to give you an overview of the Liatrio Hiring Process. We want you to know what you can expect from us throughout the process and what we will be expecting of you.

To begin, we take hiring of our DevOps Engineers and Consultants very seriously. Our credibility rests on our people and how our team works with our clients. Individual fit into the Liatrio culture is paramount. Our team cohesion and overall feel are just as important as our technical knowledge. With that being said, our interview process is designed to test for both technical and cultural fit.

The interview and hiring process is a multi-hurdle, phased approach:

1. Phase 1: Initial screen
   1. This is normally a 15-45 minute phone call with one of our DevOps consultants.
   2. Focus will be on the candidate’s career so far; their understanding of DevOps philosophies and their technical capabilities.
   3. Overview of Liatrio will be given: Our work and the traveling consultant life etc.
   4. The goal here is to gain mutual agreement to move forward.
2. Phase 2: Detailed Video Call
   1. **NOTE: This call will ONLY happen over recorded video** (we share this information internal to our team)
   2. This call will be similar to the initial screen, but with additional detail of what you now understand the role with Liatrio to be.
3. Phase 3: Technical screen (Your Technical Liaison is **(INSERT NAME HERE)** cc'd on this email)
   1. After the initial screen we want you to have a quick chat with one of our DevOps Engineers. This conversation will vary depending on your role:
      1. Consulting Position: this will mostly be about how comfortable you are with discussing technical pieces of the delivery pipeline and working with Engineers. As a consultant, you will lead/guide these engineers and it's important to see if there is a solid relationship.
      2. Engineering Position: this conversation will be more about your technical knowledge, skills, abilities and other characteristics. You should be prepared to talk about tools and real use examples (i.e. CI/CD, Pipelines, and DevOps).
   2. The DevOps Engineer will also give you detailed information to prepare you for Phase 4: Technical Exercise.
4. Phase 4: Technical Exercise
   1. [timc] Huh? The Technical Exercises is given to both After the initial screen and based on a mutual agreement to proceed there will be a Technical Interview that will involve a Slack channel to communicate with the Liatrio team. This channel is used to interact with you ~~while working on~~ as you work on the technical problem involving common DevOps tools (Vagrant, Jenkins, Maven, Nexus, and more).
   2. This is an open book exercise at the availability of the Engineer/Consultant being hired. We use Slack as an important collaboration and information sharing tool in all the work we do at Liatrio. The goal of this exercise is to gauge the candidate’s ability to communicate and collaborate with the team throughout the problem resolution - interview, work, experiences, life etc. and also demonstrate their technical chops regarding DevOps problems.
   3. While this is not a timed exercise, and it is up to the candidate of when they work on it, we do expect the activity to be completed in **5 days** to not hold up the rest of the recruiting process.
   4. The Technical Interview can easily be competed in 2 hours by someone with experience in all of the tools we use.
5. Phase 5: Presentation Prep (Your Consultant Liaison is **(INSERT NAME HERE)** cc'd on this email)
   1. In this phase we are looking for you to collaborate with one of our team members in the creation of the presentation below
   2. **It will be your responsibility** to reach out to the identified individual in your slack channel and schedule sync-ups, etc.
   3. The goal of this phase is to help with any questions or get any clarifications on Phase 6: Team Presentation
6. Phase 6: Team Presentation
   1. The final step is a **recorded** presentation with the whole team. Specific instructions on the demo will be provided at the start of Phase 4: Technical Exercise process to help you prepare.
   2. Depending on the role, we will expect a few things:
      1. Consulting Position: The expectation on the presentation will be much more focused on your experience leading transformations or DevOps practices. The demo of the exercise will be a small portion and expected to see how you tie that exercise to the work you do today and how you see this playing a picture with Liatrio.
      2. Engineering Position: The expectation is that you walk us through the exercise in a very detailed demo. We expect you to know WHY specific changes were made and talk through what this means for CI/CD and how this would look in an enterprise organization.
   3. Creating and preparing for the demo will likely take a couple of hours.
7. Phase 7: In-Person meeting with the team:
   1. We always meet potential candidates in-person before hiring. We will fly the candidate out to our location (or particular client location where an active Liatrio engagement is running) for a face-face with the team.
   2. We will go deeper into some technical areas but this will mostly serve to gauge comfort levels on both sides as well as to engage in comprehensive discussion.

## **Considerations and Expectations**

The number 1 expectation we have for any candidate is frequent and responsive communication. As a small consulting firm, we are constantly on different projects and clients across numerous time zones. We expect everyone that works for Liatrio to keep other members of the team in the loop through active communication.

This means we expect the candidate to respond quickly to emails/texts and then ultimately on Slack if they participate in the technical exercise.

We also encourage candidates to be open and collaborative with us during the interview process. If they have questions about anything - whether its a clarification on the role and responsibility, a better way to do the technical exercise, etc. we would love to hear that from you!

That’s it! Hopefully this process interests you and you are comfortable with everything before beginning the interview process.

All the best!

Team Liatrio