COLD START

Cold Start Engineering Assessment - Back End

Congratulations for making it to this stage of the hiring process! At this point, you will take an assessment for the team here to have a good understanding of your base of skills.

Preparation

Once you receive the assessment, should you take it immediately? **No!** Here are a few tips to help you get the best result possible

- **Review algorithms -** This is a base part of this assessment and reviewing main principles will help in your preparation.
- **Practice with LeetCode or similar programs -** [LeetCode](#) has a great bank of tests that will help familiarize you with the format the tests use and the types of questions that will be asked. Doing some of these practices will help you get in the right mindset for assessments. See additional resources below for more options.
- **Do a demo test with Codility -** This is a very important step - when you receive the link for the assessment and open the link, you'll be given the option to take a demo assessment. Completing this assessment will show you exactly how tests work with Codility and allows you to feel confident and comfortable when you're ready to take the test.
- **Reserve time -** Make sure that you have an uninterrupted block of time to be able to complete the assessment comfortably.
- **Read all the tasks -** When you start the test, it may be a good idea to read every description first. This will help you use the time optimally.
- **Make sure your solution compiles -** With the test, you have the ability to click "Run" at any time to compile your code. Be sure that your code compiles to avoid any syntax errors.

FAQs

Why take an assessment?
The point of this assessment is to show you have knowledge in a few key areas that are used often in this role. It shows you have the base knowledge required to move to the next stage of the process. It also shows that you write clean code and have the requisite critical thinking skills.

Is there a right and wrong answer?
Yes there is. All questions that are asked will result in an outcome that can be evaluated as correct or incorrect.

How much time do I have to complete the assessment?
You will have **70** minutes to complete it. There will be a timer on the assessment. Once you begin, you cannot pause the timer.

What sort of code will I write in the assessment?
The test will consist of several tasks that require you to write or modify short programs (usually 10-20 lines each).

Can I get partial credit for a question?

Yes you can. Even if you feel like you might not be 100% able to complete a question, do not give up! Our hiring managers actively look at the code that is written and will consider partial credit even if the answer is not 100% correct.

What else is measured in the assessment?
Besides right and wrong answers, you will also be graded on how efficient the code runs (ie, scalability of your code).

What happens after I take the assessment?
After you submit the assessment, if you receive a passing grade it will be reviewed by one of our engineers and you will be contacted with next steps, usually meeting with our internal team.

Additional Resources

https://leetcode.com/problemset/algorithms/

https://www.amazon.co.uk/dp/1449373321?tag=gregdoesit-21&geniuslink=true

https://www.amazon.ca/Cracking-Coding-Interview-Programming-Questions/dp/0984782850

https://www.algoexpert.io