



## Engineering Interview Process for Candidates

We're thrilled that you're interested in learning more about joining the Rearc team! We understand that time is precious, which is why we've crafted an interview process that aims to provide both you and us with the information needed to make an informed decision.

Just as much as we're evaluating you, this process is also about ensuring that Rearc is the right fit for you. Each step in the process is an opportunity for us to get to know each other better, and discover whether our collaboration can lead to mutual growth.

Before we dive into the nitty-gritty of our interview process, we want to let you in on a little secret: not all interviews are created equal.

See, here at Rearc, we're all about tailoring the experience to fit the role you're eyeing and the team you're aiming to join. Whether you're gunning for a spot in Cloud/DevOps, Data, ML/AI, or maybe even sales, we've got a custom-fit process just for you.

Ready to dive in and discover what's in store? Let's get started!

### **Step 1: Screening Interview**

**Duration:** 30-45 minutes (Video Call)

**Evaluation Criteria:** Experience, Culture Fit

The initial screening serves as our first chance to get to know each other better. During this 30-minute video call, we'll delve into your background to gain insight into your career aspirations and motivations. Our goal is to understand you as a whole person, not just as a professional.

Additionally, we'll provide you with information about Rearc, our culture, and the role you're considering. This is your opportunity to ask any questions you have to gauge how well Rearc aligns with your values and career goals.

Before the interview, take some time to reflect on your previous work experiences. Here are some questions to consider:

- What aspects of your current role bring you the most satisfaction?
- What initially attracted you to your current role, and what, if anything, is missing?
- What does your ideal next career move look like? Are there specific areas you're eager to explore or skills you want to develop?
- Looking ahead 2 to 5 years, what do you envision for your life and career? What kind of career path do you hope to pursue?
- When evaluating different companies and opportunities, what factors are most important to you? Is it the company culture, the nature of the work, or something else?

By reflecting on these questions, you'll be better prepared to discuss your experiences and aspirations during the initial screen.

You can expect feedback from this stage within 24 hours.

## **Step 2: Technical Assessment (The Quest)**

Once you've crossed the initial screen, it's time for the next leg of our journey: The Quest. This is where the real fun begins! 🚀

In this stage, we'll present you with a unique challenge designed to showcase your technical prowess. You'll embark on a journey we call "The Quest," where you'll have the chance to demonstrate your problem-solving skills and technical expertise.

### **Here's what to expect:**

You'll receive a link to a GitHub repository containing instructions and FAQs from your interviewer. This challenge is all about you - no timers, no watchers. You have complete ownership over the solution from start to finish. It's your chance to shine!

The Quest typically takes around 2-4 hours to complete, depending on your experience level. Some candidates have used this opportunity to experiment with different cloud providers, tools, or services, while others have used it to showcase their capabilities. The choice is yours!

We understand that life can get busy. If you need more time to complete The Quest, just let us know. We're happy to accommodate reasonable extension requests!

At the end of the day, we're most interested in how you approach problems, architect solutions, and consider various variables. Your documentation can include insights into what your solution could look like under different circumstances, showcasing your creativity and problem-solving abilities.

## **Step 3: Technical Interview**

**Duration:** 60 minutes (Video Call)

During this stage, we dive deeper into your technical capabilities and explore how they align with the needs of our team. This stage will usually be with one of our senior engineers or architects. Expect to answer technical questions based on your past experiences and how they may apply to what we're looking for. You can also use this as an opportunity to ask questions about our tech stack, team dynamics as well as current & future projects, etc.

## **Step 5: Panel Interview**

**Duration:** 90 minutes (Video Call)

And finally! The Panel Interview. This is your opportunity to meet some of the key members of our team and get a feel for life at Rearc.

Rather than having you spend an entire day meeting with team members separately, we've streamlined the process into a single video call. You'll join a virtual meeting with about 3-4 engineers.

### **Here's what to expect:**

- **Introduction:** Everyone will introduce themselves, giving you insight into their roles at Rearc. You'll then have the chance to introduce yourself to the group.
- **Q&A Session:** The panel will ask you a mix of technical and situational questions. We want to get a sense of how you approach challenges and how well you'd fit into our team culture. But don't worry, we keep it conversational!
- **Ask Us Anything:** After the Q&A, it's your turn. Feel free to ask us anything that will help you understand more about working at Rearc. Whether it's about our projects, company culture, or even the quality of the coffee in the break room, we're here to provide insights and answers.

We value your time, so we aim to make this process as efficient and informative as possible. Our goal is for you to leave this interview with a clear understanding of what it's like to be part of the Rearc team.

### **Things to Note**

1. The initial screen will be conducted via Google Meet. Candidates have the option to join the call via phone or using the video link provided.
2. Technical assessments are specific to roles for which we expect you to reserve 2-4 hours throughout the week to complete. This assessment is neither live nor timed to allow you the flexibility to manage your time.
3. Technical interview with a senior or lead engineer
4. Panel interview with some members of the team.

### **Feedback**

We provide feedback upon request. In most cases, this will be more relevant for those candidates who have undergone all the stages.

### **Re-applying**

We strongly encourage all former candidates to check in with us within six months to a year. We feel this is a reasonable amount of time for you to refine your current skill set or for us to open new roles that are better aligned.