



Hi there!

We are excited to hear that you're interested in joining the team here at Rearc! I'd like to take the opportunity to tell you a little bit more about Rearc — what it's like to be part of the team and provide an overview of our interview process.

We believe that empowering engineers drives innovation and long-term positive change within any organization. So our mission is to empower engineers so they can support their organization's goals by building and running software with speed, agility and confidence.

## OUR BUSINESS

Our primary business is to offer ***niche consulting services in the cloud, data, and AI/ML technology space***. We work with a number of very large enterprises and small businesses.

Some examples of services we offer include:

- Cloud Migration
- Cloud Platform Implementation
- SDLC Hardening
- Data Platform Implementation
- Data Migration
- ML Platform Engineering

Since our inception in 2016, Rearc has been a ***fully bootstrapped*** company with organic growth driven by our employees. We are fortunate to have a loyal customer base who have trusted us as a partner to implement some of their most critical transformation projects.

Just like Rearc, a lot of the technologies we work with (like big data, machine learning, generative AI, etc.) are still in their infancy, and we will continue to grow alongside them. As you may already know,

a lot of traditional industries that weren't considered software and technology businesses are now undergoing a huge shift, and we get to be a part of it all. That is super exciting!

## OUR CUSTOMERS

We work with organizations of all sizes — from startups to SMBs and enterprises. We view the engineers or developers at these organizations as our true customers. When there is any doubt on how to approach a problem, ***we always think about what's best in the long-run for our customer — "the engineer."*** This is what drives us and keeps us sane.

## OUR TEAM

Rearc's team is composed of driven, passionate technologists. We use technology to make things better. Creativity, out-of-the-box thinking, crazy experiments, hard work and going to any lengths to help our customers are some of the things you'll see here. Our people are not happy with just sticking with the status quo. Speed is important.

As consultants, we may not always be in the same room or even in the same building! We use Slack to keep in touch with each other as we move between projects. Sometimes we'll even use it to crowdsource information from each other when we're stuck on a particular issue. None of us knows everything, and ***we do our best to share our collective knowledge.***

You'll usually have at least one other Rearc engineer working with you on a given project. This gives you the unique opportunity to build strong relationships with your peers as you work to make the project, customer, and team successful.

## THE INTERVIEW PROCESS

Below, I describe the interview process for our engineer candidates. The interview process for any non-engineer candidate is very similar and may vary depending on the role.

**Initial Interview** - In this 30-45 minute interview, our Talent Acquisition Manager, Anthony, will give you a nice introduction to Rearc and help you determine if Rearc is the right fit for you. He'll ask you about your career history as well as your aspirations and goals. Finally, he'll give you the chance to ask questions about Rearc.

**Quest** - This is your chance to wow us! The quest is a fun way to assess your cloud, data, or AI/ML skills by showing off your abilities with a hands-on task. There are robust instructions and opportunities to earn bonus points with creativity and thinking outside the box. By default, we give you a week or so to work on this project, but most candidates spend just a few hours on it. We hope you have fun with this!

**Technical Interview** - This interview is a 60-minute technical interview consisting of a technical deep dive and a chance for you to show off the work you did on the quest. Your interviewer will be a Rearc engineer, and you'll have another opportunity to ask questions about their experience working at Rearc.

**Panel Interview** - In this 90-minute final interview, you'll meet with a panel of Rearc engineers. They'll ask technical questions to assess your cloud computing, DevOps and CI/CD, and other technical skills. Just as important are the cultural questions that will assess your communication, personal development, customer service, and collaboration and teamwork skills.

## CAREER GROWTH

At Rearc we do not believe in overmanagement or micromanagement. ***We believe in individual ownership and accountability.*** You should feel driven (not forced) to rise and make a difference.

Everyone at Rearc will have a People Leader that will work with them throughout their career at Rearc to make sure we are helping you reach your goals and satisfy your appetite for growth and success. One thing you can be sure of is that ***you will get an accelerated well-rounded professional experience working with us.***

## REARC CORE VALUES

Our values are deeply embedded into our daily actions and are the building blocks of our culture. They apply to each of us at Rearc. We keep them in mind throughout each day and with every decision we make.

1. We are people focused
2. We are customer obsessed
3. We empower builders
4. We are engineering driven
5. We take ownership and accountability
6. We experiment, unleash creativity, and strive for excellence
7. We make quick decisions and have a bias for action
8. We proactively communicate
9. We hire and grow the best talent
10. We are future minded

## YOUR FIRST WEEKS AT REARC

Day 1 at Rearc consists of getting onboarded to Google Wordspank, Slack, Github, AWS, etc., and meeting the team. Our HR Manager, Cristina, and I will help you with each step of the onboarding and training process. I'll work with you to choose a training path that aligns with Rearc's needs and your individual goals and give you some exercises to work on to expand your experience.

I know that was a lot to read and take in! As you go through the process, please reach out to me at [lindy.lewis@rearc.io](mailto:lindy.lewis@rearc.io) or Cristina at [cristina.orlando@rearc.io](mailto:cristina.orlando@rearc.io) or Anthony [anthony.gargan@rearc.io](mailto:anthony.gargan@rearc.io) if you have any additional questions. Again, we're so glad to have you in our interview process, and we can't wait to move forward!

Lindy Lewis

Head of People and Culture