Product Science Hiring Process

Product Scientists improve Indeed's products through research, models, and insights. We create rigorous test plans and communicate results to Product and Engineering teams. We quantify opportunity sizing for executing various tests or product changes and help define metrics to achieve business goals. Most importantly, we help people get jobs!

8 traits we're looking for during the onsite interviews

- ★ Collaboration
- ★ Communication
- ★ Critical Thinking & Analysis
- ★ Expressing Solutions in Math, Algorithms and Code
- ★ Initiative
- ★ Logical Reasoning
- ★ Problem Solving
- ★ Tenacity

Overview of the Hiring Process

1. Skills Assessment
2. Technical Phone Screen
3. Onsite Interview

Before the Onsite

Skills Assessment

Due to the technical nature of our Data Science team, we have built out an assessment that mimics the types of problems our team has to solve on a daily basis. Skills based assessments have been recommended to promote pay equality. This is a great opportunity to demonstrate your Data Science skills!

Technical Video Screen

You will be writing code in a collaborative editing environment (in any language of your choice) which allows one or two of our team members to evaluate your technical skills. In addition to coding, you will cover other related topics such as Math/Stats, Machine Learning, and dealing with relational tables.

What You Should Expect

Most interviewers like to start off by learning a little bit more about you, where you have worked and what you have accomplished. Have a brief summary prepared in your mind.

Throughout each interview, you will be evaluated on the 8 traits we are looking for. A few of them to highlight: **Communication** and talking through your thought process of how you are solving the problem is key. This allows for interviewers to provide guidance and hints if you are unsure how to solve the problem or headed down the wrong path with your answer. **Collaboration** will be how well you receive this information and use it to achieve an optimal solution. **Tenacity** for when you are in over your head but have the drive to continue working the problem to reach a solution.

Tips for Preparing for the Onsite

- Revisit statistical inference and probability. Brush up on your machine learning theory.
- Platforms such as Kaggle and Hackerrank offer opportunities to gain more experience in constrained environments (with clean data). There are also a wide variety of online resources (courses, blogs, discussion forums and books) available for learning new techniques (theory and applied) in machine learning, statistics, and technical communication.
- Review your resume and recall specific work experiences you may want to share. Determine the projects you have been a part of that best exemplify your skills, accomplishments, abilities, and approach towards business.
- Lastly, **always ask clarifying questions.** Even if you are sure you know how to solve the problem.

Onsite Interviews

Math/Stats

You will be covering any one of a wide variety of topics that fall within the stats area. These questions will probe both applied and theoretical statistic knowledge. Topics such as hypothesis testing, statistical inference, statistical modeling, probability theory, or experimental design could be covered.

Résumé Deep Dive

This interview focuses on your background, the places you've worked, the teams you've led, and the impact you've had. We're interested in learning the story of how you arrived at where you are in your career and understanding the key experiences and opportunities that have shaped you in the process..

Machine Learning

The machine learning portion will mimic the math/stats, probing both theory and applied knowledge. Topics might include Supervised and Unsupervised learning, and model evaluation.

Coding / Data Wrangling

This activity will be a coding exercise completed on a laptop we loan you. We encourage you to think about corner cases, edge cases, boundary cases, time constraints, time complexity etc. It can be completed in your language of choice.

Impact and Prioritization

This interview imitates the collaboration between Product Science and Product Management. You will learn about a fictitious new product and combine business and scientific experience to provide guidance on moving forward with a product. We are looking for logical and creative recommendations that consider business impact and priorities. Communicate what you would do as a scientist and support your answers with logical reasoning. Think out loud and ask questions. Interviewers like to understand your thought process and they are there to help steer you to the optimal solution should you get stuck.

Closing

This interview is your time to ask any final questions you might have about Indeed and to provide feedback about your experiences during the day.

Other Resources

Websites/ Videos

- Product Science at Indeed
- Indeed Data Science blog
- Data Science at Indeed
- HackerRank
- Kaggle

Books

- The Algorithm Design Manual
- Python for Data Analysis
- Cracking the PM Interview
- Algorithms and Programming: Problems and Solutions

Final Thoughts

The interview process can be grueling, but the goal is to let your abilities shine through. Don't get discouraged if you perform poorly on an interview. We all have weaknesses and the interview process will often identify growth opportunities. The decision to extend an offer is based on the totality of performances on all interviews and it's quite common that some moments will be better than others over the course of the onsite. Best wishes!