



My interviewer experience

Smart Talk

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Agenda

Background

Interview structure

General notes

How I structure the interview?

- **PART I:** Introduction & “best” project
- **PART II:** Well-rounded developer
- **PART III:** Programming language knowledge
- **PART IV:** (Open questions &) Conclusion

Part I: Introduction & “best” project

- Introduce yourself
- Explain the structure and length of the interview
- Ask the candidate to introduce themselves
- **Ask for “best” project**
- *(optional) Ask of a specific problem they worked on recently*
- *(optional) Ask about a tech they learned recently*



Part II: Well-rounded developer

- Algorithms
- Software design
- Databases
- *English*



Part III: Language specific

- Primary programming language
- Libraries, tools & frameworks



Part IV: Open questions & Conclusion

- Complex questions (for experienced candidates)
 - What threats to web application are you familiar with and how to prevent them?
 - How to troubleshoot perf issues of a n-tier application?
 - How would you design an application X for scale?
 - How can you ensure quality of a software project?
- Ask the candidate for questions



What general advice do I have?



Thanks!

Feedback is welcome

