

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

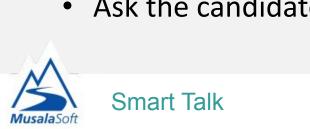
Libraries, tools & frameworks





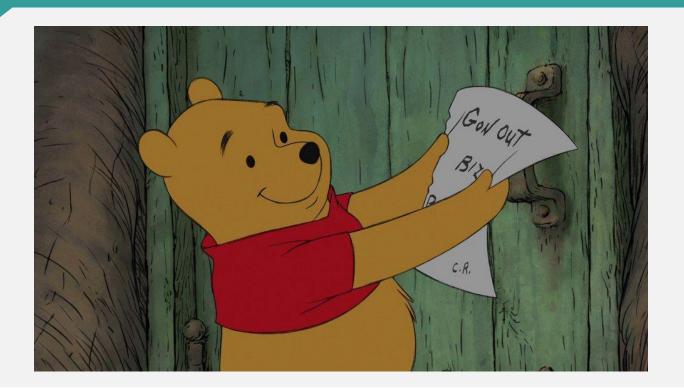
Part IV: Open questions & Conclusion

- 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



