Coding interviews:
What to expect and how to prepare
whoami

- Software engineer by trade
- Interested in making IT-recruiting suck less
Outline

1. Resume

2. Coding questions

3. How to interview your interviewers
Software engineering resume

• People read resumes on autopilot.
• Don’t list every project you’ve worked on (page length 1-2)
• Contribution >> technology/frameworks.
• Explain in simple but detailed language.
Good or bad?

1. “Designed software application including: data modeling, software architecture design, software-hardware integration, user interface design, and database management“

2. “Created and launched a service that collects product opinions and recommendations from Twitter. The service finds related tweets, removes spam, analyzes sentiment and creates a structured database of everything that was said about particular products [link to demo]. The service is exposed as a consumer website and as widgets that can be embedded in online retail websites.“

3. “Developed [product name], using C# in .NET framework, for marketing and allowing end-users to experience [another product name]“

4. “Evaluated and identified [OS name] network stack performance bottleneck in latency, per-packet processing overhead, and scalability of different network IO models through various system measurement and profiling techniques“

Avoid typos

Software Engineer
- Created client-side JavaScript data models that synched with server-side data
- Worked on algorithms to detect frauds for online banking systems
- Developed a data visualization dashboard
- Managed a support ticket queue and delegated work to team members
- Structured the vendor payout model and its scheduling algorithms

Incorrect pluralization
Extra space
Typo
Should be past tense
Should be capitalized
Inconsistent punctuation
Unnecessary comma
Its vs. it's

Steps in a typical coding interview

- Phone interview (either depth or breath)
- Homework
- Show existing code
- Code smth small onsite (algorithms / data structure / practical)
Coding interview prep

Tons of books:

• “Cracking the Coding Interview“ et al.

Tons of websites:

• interviewcake.com

• interviewing.io

• ....
How to interview your interviewers: The Joel Test

1. Do you use source control?
2. Can you make a build in one step?
3. Do you make daily builds?
4. Do you have a bug database?
5. Do you fix bugs before writing new code?
6. Do you have an up-to-date schedule?
7. Do you have a spec?
8. Do programmers have quiet working conditions?
9. Do you use the best tools money can buy?
10. Do you have testers?
11. Do new candidates write code during their interview?
12. Do you do hallway usability testing?
How to interview your interviewers

• If possible, ask for the opportunity to view the source code.

• If possible, ask for the opportunity to go with the guys for a beer.

Bonus (if you feel comfortable):

• "What is the most costly technical decision made early on that the company is living with now?"

• "Where do product / feature ideas generally come from?“

Generally:

• Don’t ask engineers about benefits/salary/vacations/process – you can get those answers later from HR or whoever.
Contact

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