

Hiring - Product Team

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Interviewing for Engineering

1. Phone Screening

Goal: Get a feel for high level technical background and culture fit

- Introduce self
 - Role
 - Time at Revver
 - Family
 - Hobbies
- Get to know them
 - tell me about you (family, hobbies, etc)
 - tell me about your education
 - tell me about your work history
- Describe Revver
 - Document Management Software
 - History
 - desktop, EFCO, SD, Utopia
 - Have some legacy systems
 - Utopia Architecture
 - Atlantis Architecture
 - Challenges
 - Delivering new features while maintaining and migrating architecture
 - Great Team
 - Executive Team cares about you
 - 4 day work week
 - Really fun team
 - Great people across entire product group
- Describe the Role
 - Senior Engineer
 - Tackle Complex Work
 - Help Architect and Drive Technical Direction
 - Mentor Other engineers
 - Technical owner of functionality, elements, or processes
 - Take on leadership roles
- Experience with Technology
 - Git
 - Pull Requests

- Back end web development
 - C# and .NET
 - Front End Web Development
 - React and Typescript
 - Azure and AWS
 - Serverless (Azure Functions)
 - App Service
 - Other Cloud Services
 - SQL and No SQL (Database)
 - Postgresql and Cosmos
 - Testing
 - Unit, Integration, Load
 - CI / CD
 - Azure Dev Ops
 - Daily Releases
 - Clean Code
 - are they passionate about it
 - Architecture
 - How involved have you been?
 - Documentation?
 - How do you stay up to date w/ Technology?
 - Any other experience?
 - IT / Dev Ops / Testing / Project Management / Design
- Experience w/ Process
 - Agile and Scrum
 - ADO, JIRA
 - PO / Scrum Master Experience
 - Story Points
 - Code Review
 - What is it?
 - Why is it important?
 - Last time you saw bad code?
 - Collaboration
 - Working w/ PM's and Design
 - Designing and collaborating on features
 - Working w/ QA
 - Mentoring
 - Culture Fit
 - Remote vs In Office
 - Gauge if they have fun and enjoy software engineering?
 - What is your passion and what do you enjoy working on the most?
 - Team Player?
 - What has you team interactions been like in previous roles?

Leave time for candidate to ask questions at the end

2. Technical Interview

General

- "What is your passion, what do you enjoy working on the most?"
- "What does your current/previous work-day like?"
- "Describe the project you've worked on that you're most proud of. What did you do that worked out particularly well?" (Tells us a lot about what they know, value, and have done on teams)
- "Describe the project you've worked on that you're least proud of. What would you do differently?" (Tells us a lot about how good they are at learning from their mistakes and how difficult it is for them to admit they made a mistake)

Pair Programming

White Board

reference: <https://www.tryexponent.com/blog/how-to-whiteboard-for-system-design-interviews> (in particular video on facebook messenger app design)

Text Messaging App (like Facebook Messenger)

• Requirements

- Two users need to be able to send messages to each other back and forth

• Other details

- date and time of each message
- who sent each message

How would you design the database to store required data?

- in Postgres / relational database?
- would it look and different in CosmosDB / NoSql db?

Requirements to add and see how db design changes (perhaps design it out in sql with all requirements and then see difference in design for no sql)

- Name a conversation
- show if a user is online or not
- add more than 2 users to a conversation

Architecture and Technical Goals - Interviewers can draw a simple architecture of users => load balancer => api servers => db - they can add to the architecture if needed

Low Latency - what are some strategies you could use to make sure users get new messages quickly? - try and get them to give pros and cons of each strategy - short polling (pulling data periodically) - long polling (server holds request until response is available) - web sockets (signal r, for server to client communication)

- High Volume
 - What are some strategies you could implement to handle really high volume? and how will each help with handling that high volume?
 - db?
 - no sql, how?
 - partitioning data correctly so load is distributed across many partitions
 - caching?
 - less traffic to the db
 - api
 - serverless functions
 - better scalability
- Reliability
 - What could you do to make the system more reliable / robust?
 - queueing system (azure storage queues, rabbit mq)
 - more responsive api server
 - throttle database load
 - publisher / subscriber
 - push model to allow services / users receive updates in real time and not add load to system to see if anything is available
 - event grid

3. Collaborative / Team Interview

Goal:

- Will this person fit into our team culturally
- Do they seem to have the skills you would hope for in a senior engineer

Who is in this interview?

- 3 or 4 people
- Brock and / or Logan
- Bryan, Rachel, Josh
- Eric

Introductions

- Introduce each person interviewing
- Have Interviewee introduce themselves

Feature walkthrough

- Show a mock up of {insert here} and walk through design
- Explain high level architecture
 - Web app (react), App Server (c# asp.net backend), Postgres DB / relational db
- Questions to ask after design walkthrough
 - What pieces of work need to be completed to implement this design?
 - What challenges do you anticipate with implementing this design?
 - and others

General Questions

- In you experience working w/ component library, what has gone well what hasn't?

4. Follow Up

- Follow Up Questions for Candidate
- Questions from Candidate
- If you like them sell Revver
 - Great Management
 - 4 day work week
 - IL sprints
 - autonomous teams
 - stay up to date on tech
 - very collaboritive
 - perhaps share your own experience
- How they would be a good fit
- if early on in process
 - may not move super quickly on an offer
 - that doesn't mean it didn't go well or we're not interested
 - I'll keep in touch and try to be transparent with where we're at on our end
 - it would be awesome if you could also keep us in the loop as far as like other substantial opportunities developing