

30 Interviews Later ...

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LISA 2019

“fun” summer stats

6

6 companies



30 interviews



6 weeks



7,101 miles

How can you use this info?

Individual Contributor (IC): awareness of good hiring practices

Hiring Manager: Partner with recruiting to improve the hiring process at your company

Recruiter Screens

- Remote friendly
- Feedback about the level
- Comp check in
- Responsiveness

Technical Screens

- Details about the interview
 - Who
 - What
 - Where
 - When

Technical Screens



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- *relevant* questions related to on-the-job knowledge

Technical Screens



- Interviewers who put me at ease!
 - In-interview feedback
 - Up front about not needing to know everything

Technical Screens



- Pairing!

- Sneak peek of what it'd be like to work **with** their engineers

Technical Screens



- Testing other aspects of engineering
 - Draft a project plan for a migration

Technical Screens

- CTF (capture the flag)*



Onsites



- Accommodating travel anxiety with an extra hotel night

Onsites



- Detailed onsite schedule
 - Crystal clear directions
 - Interview title (e.g. Systems Design)
 - Names and roles of interviewers

Onsites



- 2 person interview to mitigate bias and great for interviewer training

Onsites



- 1 hour interview slots
- Time for my questions was fiercely guarded

Onsites



- Given email/contact info for interviewers to follow up

Onsites



- HANDWRITTEN CARD

Offers



- Levelling information
 - Engineering career ladder shared
 - Feedback about what level I was in
 - Plan for the future

Offers



- Flexibility with negotiation

Let's chat about your interviewing wins and woes!
