30 Interviews Later ...

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LISA 2019
“fun” summer stats

6 companies

30 interviews

6 weeks

7,101 miles
How can you use this info?

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**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

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

*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

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- 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

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- 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!