



# **Interview**

**Turn your dice**



**Qualified Software Engineer with 6+ years of IT experience with main emphasis on back-end development using Java stack of technologies.**

**Professional expertise includes Java, Spring Core, Spring MVC and Big Data technologies, such as Hadoop, Hive, Spark, etc.**

**Good knowledge of OOP concepts and design patterns, skilled in code refactoring, code reviews, performance optimization, unit testing.**

**Experienced working in the projects with Agile methodologies and practices.**

Since 2007

# Agenda



- **Intro**
- **Interview: reasons, types, pain**
- **Technical interview**
- **Instead best practices**

# Intro



# **Interview: reasons, types, pain**





**Interview - most often it is a  
conversation between two  
smart people**

# **Interview reasons**

- Verify the information**
- Info about creative and analytical skills**
- Relations between the employee and the company**

# **Interview types by count of involved people**

- One-to-one interview (Personal interview)**
- Group interview**
- Panel interview (Committee Interview)**



# **Interview types by involved planning**

- Structured interview (Formal interview or guided interview)**
- Unstructured interview (Informal interview or conversational interview)**

# **Interview types by judging abilities**

- Behavioral-based interview**
- Problem-solving interview (Task-Oriented interview)**
- Depth interview (In-depth interview)**
- Stress interview**

# **Interview types**

## **by phase**

- Recruitment interview**
- Technical interview**
- PM/RM/Lead interview**
- Offer interview**

# Technical interview



# Phases

- **Introduction**
- **Customer questions**
- **Practice tasks (optional)**
- **Candidate questions**

# Introduction

**□ The main idea to provide information about your experience, skills and responsibilities in limited time**



# Question types

- **Credential verification questions**
- **Experience verification questions**
- **Opinion questions**
- **Behavioral questions**

# **Question types**

- Competency questions**
- Brainteaser questions**
- Case questions**
- Nonsense questions**



# ☐ **Practice tasks**

☐ **Be ready**

☐ **Don't rush**

☐ **Double check**



# **Questions to customer**

- ☐ More details about project/work**
- ☐ Customer expectations**
- ☐ Customer worries**



# Instead best practices



# Questions

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# **Thank you**

