Project 2

For the first option, you are to turn the tables and become the interviewer and design what you think would be an ideal and ethical interview process. As group, determine the following:

1. What sort of behavioral questions would you ask?
   a. What made you choose computer science?
   b. What do you think makes you a good candidate for this position?
   c. What makes you want to work for this company?

2. What are the reasons for asking these questions? What do you hope to learn about the candidate?
   a. We want to see the interviewee's passion for technology and how they will bring that passion to the job
   b. We want to see what they bring to the table and how well they know about the position requirements.
   c. We want to know if they have done any research about the company or if they are just applying to every tech company.

   What sort of technical questions would you ask?
   a. Talk about this project on your resume. What challenges did you face and what did you learn by doing this project?
   b. Given this example project, which language would you use and why?
   c. What are the advantages of a linked list over an array, and vice versa?
   d. Program a linked list and describe the complexity of the basic operations.
   e. Program a vector and describe the complexity of the basic operations.
   f. Recursively implement a function compute the nth term in the Fibonacci sequence

   What are the reasons for asking these questions? What do you hope to learn about the candidate?
   a. It showcases their skills in the context of a project on their resume. It also ensures they were not passive about this project, rather they knew how the project was implemented.
   b. It shows what languages they are most comfortable with, and showcases how they think through a project and determine which tools to use.
   c. We want to make sure they are proficient in basic data structures and how they are implemented.
   d. Test to make sure they understand recursion.

   In what sort of environment would this interview take place?
   a. If it's in person, we would want to do a whiteboard/conversational interview. We will not be obsessive about syntax, but we will make sure they understand the concepts and generally how to implement them. If it were a phone interview, the same type of judgement would apply.

   Would you use a whiteboard? Online text editor? Take home assignments?
   a. In person we would use a whiteboard. On the phone we would use an online text editor.

How would you evaluate the candidate?
a. We would evaluate them based on their thought process and their ability to devise an algorithm that works or nearly works. We would not be overly concerned with syntax or if the candidate knows every single function call they need. It would be okay for the candidate to ask simple questions that are easy to lookup.

What sort of characteristics are you looking far? How much does cultural fit play into your decision making?
a. We want our engineers to be conversational and friendly. We also want them to be extremely passionate about technology, because with this passion they will be able to learn a lot on the job. We also want the people to be cool. No losers, so we wouldn't hire @bdevorem. Lastly, we want to make sure the candidate adopts a work hard play hard motto for life. They should always feel comfortable both in the office and out of the office for team functions.