esri®

INTERVIEWING IN
SOFTWARE DEVELOPMENT
AND PRODUCT ENGINEERING

Hello, and thank you for considering Esri as your next career move.
We know interviews are never easy . . . we've all been in your shoes!
The following information should help you map your journey (pun intended)
for the best interview experience possible.

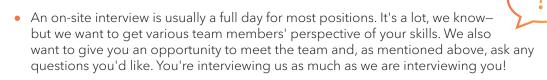## How is it determined whether I'll be interviewed?

- We'll review your résumé to evaluate your skills, education, and background.
- If we feel you're a potential fit for the position, your résumé will be shared with the hiring manager.
- If he/she agrees with our assessment, you'll be invited to a phone interview to assess your soft skills and discuss your interests. This screening will take about 30 minutes.
- Based on that feedback, if the decision is made to move forward, a member of the product or development team will conduct a phone interview, which typically involves a technical exercise.
- Within a day or two, the recruiter will follow up with the team to see how the phone call went. If it was positive, congrats! You'll be invited to an on-site interview.

How should I prepare for my interview?

- Make sure you're comfortable with what's on your résumé and/or the code repositories you've provided to us, and be prepared to talk about them.
- If you're interviewing for a position in Software Development, there's no need to bring a laptop or other device for your coding challenge. We'll provide a machine for you. For Product Engineering, all coding assessments are written or verbal.
- If you want to show examples of your work, that's great! Please bring them on a USB drive or email them to your recruiter in advance, and we'll send them along to the team.
- Familiarize yourself with the Esri product at the core of the position you're interviewing for. Some helpful resources are the *ArcGIS Blog* and **Learn ArcGIS**. Spend a little time on the About Esri section of our website. This will give you a better understanding of what we do, why we do it, and what our customers achieve with our software, which is going to help you express your interest in joining our team.
- Esri employees enjoy a casual dress code; however, for interviews we suggest business casual.
- Come prepared with questions for the team—ask about our culture, what a typical day is like, where to get the best lunch deal in town—anything goes!

What should I expect on interview day?

- An on-site interview is usually a full day for most positions. It's a lot, we know— but we want to get various team members' perspective of your skills. We also want to give you an opportunity to meet the team and, as mentioned above, ask any questions you'd like. You're interviewing us as much as we are interviewing you!
- If you would be relocating, you'll also have an opportunity to see the area.

I made it through the interview. Now what?

- Now that the hard part is over, pat yourself on the back! We will review everyone's feedback and discuss your fit for the role and Esri. From there, a decision will be made on whether to offer you the position. If we feel you're a good fit for Esri but not the position you interviewed for, we'll look for similar positions that might better match your skills and experience.
- If we're moving forward, your recruiter will contact you to extend an offer. This usually takes about a week from your interview date. We understand this can be an anxious time, so thank you for your patience! You can be sure you'll be offered a fair and competitive rate because of the work we do ahead of time to ensure that your experience, education, and interview feedback are all taken into account at the time of the offer.
- If you make our day and accept our offer, we have a team that can assist with the move should you need to relocate.

OUR GUIDING PRINCIPLES

These key behaviors and skills are at the core of how we succeed at work:

- **Communicate and Collaborate**—The essence of communication is sharing.
- **Focus on Customer Success**—Our customers consider us part of their success.
- **Act with Integrity**—Do the right thing, even when no one is watching.
- **Learn and Grow**—Becoming is better than being.
- **Drive Results**—Outcomes matter.
- **Innovate and Adapt**—Think big, and adapt quickly.

Should you have any questions, don't hesitate to reach out to your recruiter. We wish you much success with your interview!