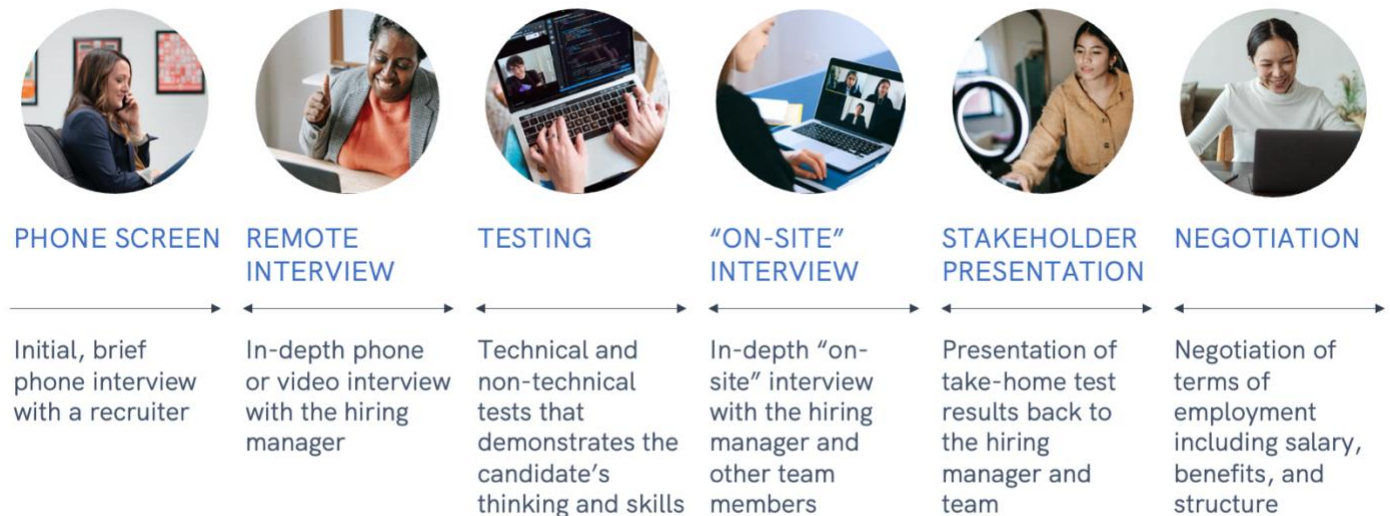


WEBINAR 3: TAKEAWAYS
Acing Data and AI Interviews

The interview process

Below is an example of an interview process for a data/AI role. This process is unique to every company; it may be non-linear and include different steps.



Advice for interviews

What you need

- 30-second elevator pitch
- 5-minute career overview
- 5-minute vision for the future

Principles

- Be promotional
- Aim for pithy uniqueness
- Show how this helps your target

Tips

- Know your resume & portfolio very well
- Record yourself presenting and play it back
- Show up well
 - Lighting, audio, video
 - Personal presentation
- Read reviews (social media, Glassdoor, etc.)
- Find your potential coworkers on LinkedIn
 - Where do they typically work before joining the company?
 - How do they present themselves?

- Search for sample interview questions online
- Know the company and the industry
 - What do they do? What are their challenges & opportunities?
 - How does your role fit into this?
 - How will you drive success for the company?
 - Why do you care about this company?
- 50 interviews
 - Ask the recruiter if they do practice tests or interviews
 - Practice with a friend
 - Find questions online and roleplay on your own
 - Work with a coach
- Follow up after each stage of the interview
 - Show interest
 - Make it personable
 - Ask questions

Preparing for interviews

It's not all about coding. It's also about your problem-solving skills, communication style & personality.

- Practice, practice, practice
- Have a framework (technical and non-technical)
- Ask questions
- Frame the story

Types of tests

- Psychographic filters: Complete a personality test to assess behavioral traits that help indicate competency and fit for a job. E.g., Gallup StrengthsFinder, Myers-Briggs Type indicator.
- Technical filters: Complete a basic test to assess understanding of a technical topic, concept, or language.
- Pair programming or remote programming: Complete an assignment in real-time with a technical evaluator.
- Whiteboard test: Walk through your approach to solving a problem.
- Take-home test: Independently complete a time-bound assignment and then discuss and present your results back to an evaluator.

Your brand

- Remember: interviews and hiring processes are meant to de-risk the decision-making process
- Show you can solve problems for the employer and hiring manager
- Show you enjoy addressing and overcoming their challenges: curiosity, resource sharing, and ideation

Following up

Strategy

- Do your research about the company and its major challenges. Read annual reports, press releases, etc.
- Be solution-oriented...but be flexible.
- Have a vision for how your experiences and skillsets will add value at the company.
- Pro-tip: have a point of view on how the company can address its strategic challenges.

Tactics

- Thank the recruiters and hiring managers.
- Share a few resources or thoughts “upon reflection”, after the interviews.
- Offer to provide help or support with research, ideas, or ideation.
- Didn't get the job? Ask for feedback.

Resources to check out

Articles

Preparing for data science interviews with a coach

<https://phaseai.com/resources/coaching-for-interviews>

Preparing for your first screening call for a data role

<https://phaseai.com/resources/preparing-screening-call>

Book Review: Machine Learning Design Patterns

<https://phaseai.com/resources/machine-learning-design-patterns>

Skills and Qualities of Top Tier ML Researchers

<https://phaseai.com/resources/top-tier-ml-researchers>

Technical testing

<https://www.kaggle.com/>

<https://www.hackerrank.com/>

<https://triplebyte.com/>

<https://coderbyte.com/>

Sources for practice interview questions

Data science technical interview questions

<https://github.com/alexeygrigorev/data-science-interviews>

Glassdoor

<https://www.glassdoor.ca/Interview/index.htm>

Shopify careers

<https://www.shopify.ca/careers/how-we-hire#life-story-interview>

Reddit

<https://www.reddit.com/r/datascience/>