

What to expect before, after, and during the interview:

We are excited you are coming to interview at **Kodius**! We want you to be as comfortable as possible when interviewing us, and for you to feel like you can present yourself well.

To help you out, this guide explains the process of the interview, what to expect, and how to prepare for it.

Task:

After establishing contact with you, depending on the role you are applying for, you will be given a task to solve in the time period of one week. Depending on the quality of the solution you would be invited to a face to face interview.

For a programming role, you will be given a task that can be solved in the programming language of your choice. Keep in mind that the solution to the task will require both a frontend and a backend solution to be considered complete.

If you are applying for a role in design, we would like to see your portfolio of your previous works, but if you don't have a portfolio that's ok too! In that case, you would be given a task that depends on the area you are interested in – it can be a task-centered around UI, UX or both.

A non-technical position will also receive a task that refers to the position you are applying for. For example, a task for a position in HR might be writing an email to a disgruntled client. A task for a PM might be developing a basic Gantt chart for a project. You get the drift.

What you will be evaluated on:

The task by itself is going to be evaluated on different characteristics from problem-solving to the logic used to reach the desired solution.

During the interview, more specific questions will be asked depending on the role you are applying to and will be covered in the next section.

Putting aside all of the things one expects from you during a job interview, what we are also looking for someone who will fit into our company on a social level. The interview is your time to shine and show your personality.

Possible questions:

The interview will last about an hour in time. To make that one hour as pleasant as possible for both parties, the following section will talk about the questions you can be asked when interviewing with us. The section is divided depending on the role you have applied to.

Technical role

The following topics will be covered during the interview:

- Your knowledge and understanding of programming languages and the specific conventions relating to them.
- OOP (object-oriented programming).
- Some questions about databases e.g. SQL.
- An in-depth explanation of the completed task when it comes to the logic and reasoning used to reach the presented solution.
- Your previous experiences – be it work experiences or university ones (basically a look into your CV).

Non-technical role

These interviews give us a chance to learn more about you, your goals and interests.

So, the following topics will be covered:

- Your previous experiences that can be related to the role you are applying for. These questions will mostly be connected to your CV.
- We'll take a look at the task and see how you reached the end goal.

Both of the interview participants are encouraged to ask questions regarding any topic that interests you. In fact, we would like to encourage you to ask us questions and keep us on our toes.

After the interview:

After the interview finishes and you breathe a sigh of relief, we will contact you as soon as possible. This might even happen during the interview if we really, really like you. One way or the other, you will know where you stand with us.

Thank you for taking the time to come into Kodius! Our goal is to make your experience as pleasant and simple as possible. Our team is very excited to meet you and do expect to be offered coffee/water/tea multiple times.

