



# Big tech company recruiting

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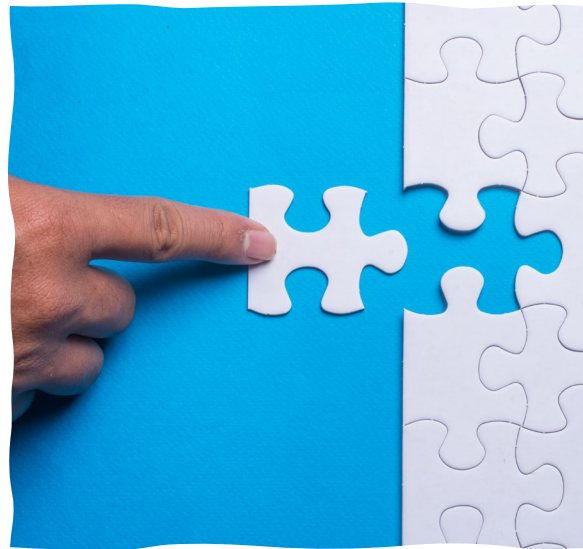
2022-11-18



# My experience

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- Hired > 100 people over 20 years.
- > 200 interviews from engineering to data science to management.
- Micro to Enterprise.
- Active sourcing, campus presentations, recruitment fairs



# What can I add?

Most recruitment follows Enterprise approaches.

- Founders in small companies reuse process from previous large employers.

Enterprises use structured hiring.

- Look for candidates that meet business requirements.
- Collect evidence to justify hiring decisions.

Lots of material on ML and data science recruitment.

- From interview questions to process.

From my experience at Amazon and DeepMind.

- Big picture of the hiring process that will help you prepare.
- Other options for getting into the hiring process.

# Hiring Process

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# Structured hiring: Employer perspective

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## Business priority

- Budget approval
- Headcount allocation

## Requirements

- Role description
- Interview planning

## Data collection

- Sourcing
- CV and Interviews

## Decision making

- Assessing the evidence
- Job offers





# Decision Making

“I’d rather interview 50 people and not hire anyone than hire the wrong person.”

Jeff Bezos



Give them the data

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# Structured hiring: Candidate perspective



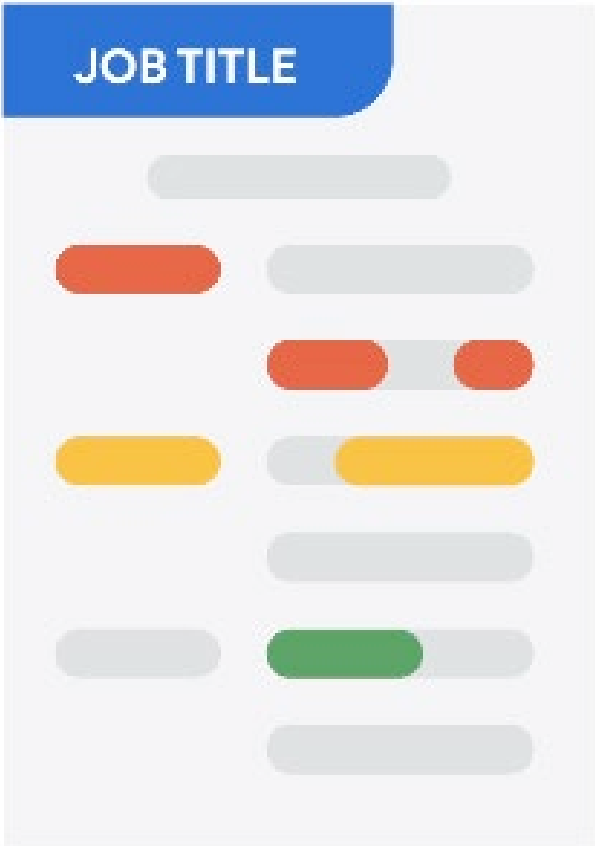
Make sure you read the online advice.





# Collecting data: CVs

- For each role, make sure your CV aligns well with the role description.





# Collecting data: Interviews

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- Prepare your examples in terms of task, action and result.

Increased customer satisfaction

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Accomplished X

by 22% in three months

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as by measured Y

by designing a new digital onboarding process

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by doing Z

Online  
application  
is not the  
only way



# Summary

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1

Read the online advice.

2

Tailor your application for each role.

3

Prepare your stories in a behaviour-impact format.

4

Find other routes into your target employer.