

Snap Inc.

TECHNICAL | 2020

How We Interview

A GUIDE TO SNAP INC. ENGINEERING INTERVIEWS

Who We Are

Snap is a camera company.



At Snap Inc., we believe that reinventing the camera represents our greatest opportunity to improve the way people live and communicate. We contribute to human progress by empowering people to express themselves, live in the moment, learn about the world, and have fun together.

We're excited for you to interview with us and learn more about life at Snap! In this guide, you'll find resources and information to help you prepare, and you'll learn more about what's most important to us – our mission, values, products, and customers.

Our Values



WE ARE KIND

We listen from the heart, think empathetically, and help each other grow.



WE ARE SMART

We think deeply, question conventions, and strive to never stop learning.



WE ARE CREATIVE

We challenge the status quo to make things with a sense of purpose.

Diversity, Equity, & Inclusion

Millions of people from all walks of life use Snapchat every day to communicate with friends and family. It's important for us to bring the same diversity of cultures, backgrounds, and perspectives together at Snap Inc. A diverse, equitable, and inclusive culture helps people achieve their best work, be themselves, and build innovative products that serve our community.

We're investing in new ways to strengthen this culture at Snap every day – through employee resource groups, internal development programs, unconscious bias training, allyship training, networking opportunities, recruiting initiatives, and more.



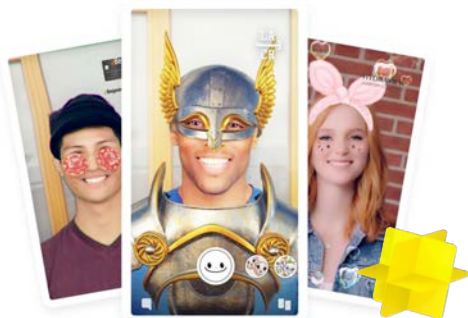


Our Products

Experience the world in new ways, every day.

Every day, more than 220 million people around the world use our products to communicate with their real friends in more meaningful ways. That's why we've always designed products and experiences around humans – not the other way

around. We're constantly innovating our camera platform so that we can help bring the future of communication to life for our diverse, global community. Before your interview, take a moment to explore some of the unique products below!



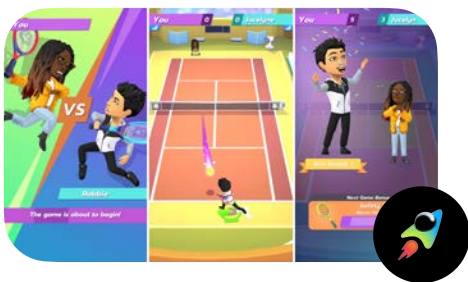
LENSES

Layering AR onto the world around us.



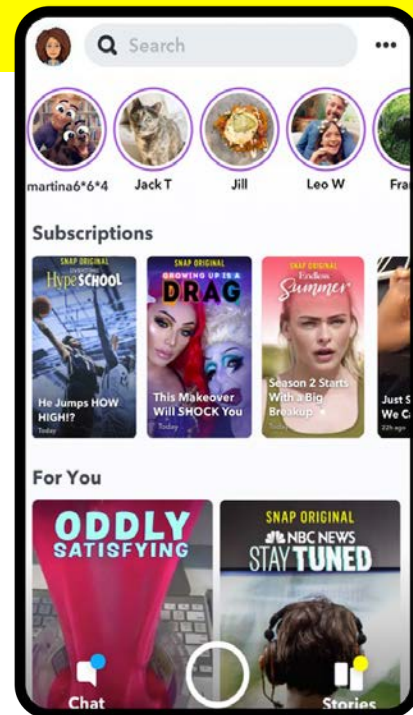
BITMOJI

Create your Bitmoji and be yourself wherever you go.



SNAP GAMES

Mobile games, made for friends!



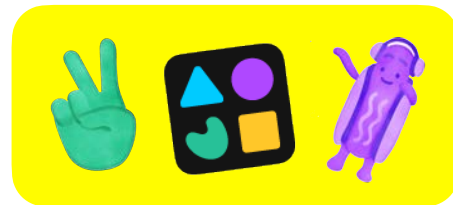
DISCOVER

Storytelling from our community.



SPECTACLES

Sunglasses built for the future of computing.



SNAP KIT

A Snapchat toolkit for developers.





Snap Engineering

Building the future of communication.

Snap Engineering is committed to the well-being of our customers and our team. Our values are a reflection of our core principles and how we work to achieve our goals. Learn more about Snap Engineering before your interview!

Our Values

CUSTOMER FOCUS

We do what is right for our customer, Snap, and our team. We commit to the mission.

ACCOUNTABILITY

We understand how our work impacts others and we own our mistakes.

CRAFTSMANSHIP

We are curious and always seek to learn and improve our skills. We invest care into our work.

INTEGRITY

We are consistent between our words and actions, regardless of the situation or our audience.

EXECUTION

We focus on key inputs and deliver them with the right quality, in a timely fashion.

EMPATHY

We think deeply, question conventions, and strive to never stop learning.

CREATIVITY

We take risks and don't let setbacks derail our pursuit of innovation.

AUDACITY

Thinking small is a self-fulfilling prophecy. We create bold objectives that inspire results.

Our Team



"Passion, impact and technical scope is what distinguishes engineering at Snap. We care deeply about our customers and each other and that shines through in our day-to-day. Snap is a place where you can learn, develop, and eventually lead in a supportive culture."

SONALI SON, ENGINEERING MANAGER



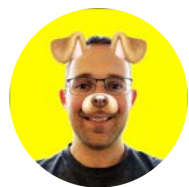
"I love working at Snap because of the effort and value placed on diversity. We are truly committed to providing the best possible experience for all of our customers."

LORENZO STANTON, IOS SOFTWARE ENGINEER



"At Snap, I come to work full of passion, as I enjoy learning advanced mobile and backend techniques with my close friends. It excites me to know that our impact contributes to delivering high quality products to millions of Snapchatters."

XIAOCHEN ZHANG, ENGINEERING MANAGER



"At Snap, we tackle some of the most challenging problems in Computer Science to build an experience that brings a smile to hundreds of millions of faces every day. We invest a lot of time and energy so our users can express themselves with their friends in an instant."

BEN DODSON, ANDROID SOFTWARE ENGINEER



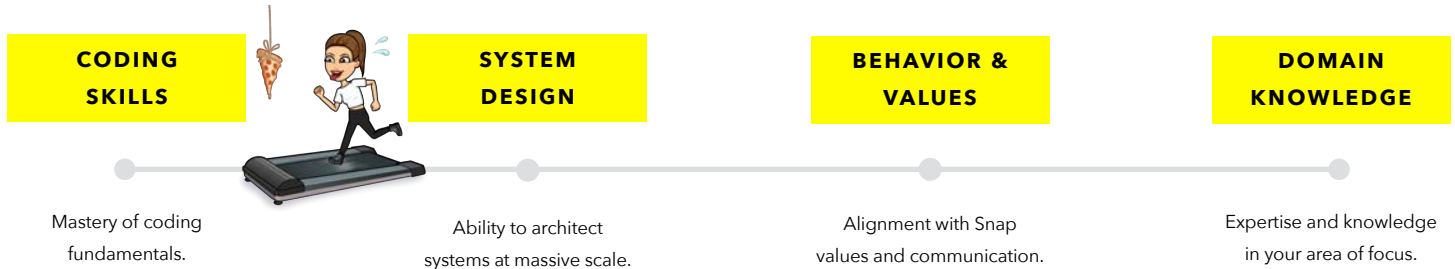
What to Expect

Key things to know before your interviews.

Interviews are a chance for us to get to know you better – and for you to get to know Snap. The conversations you have with interviewers will allow you to demonstrate your technical

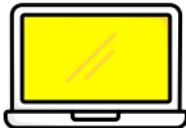
skills and expertise, alignment with Snap values, and ability to grow in your career in step with Snap's needs. Here are some things you'll need to know before you chat with the team.

Areas of Focus



Interview Types

VIDEO INTERVIEW



This one-hour interview is the first step in vetting your skills and fit for the role. You will connect with your interviewer on Google Hangouts and use Hackerrank CodePair to demo your coding abilities.

ONSITE INTERVIEW



During this five-hour interview at Snap's offices, you'll meet a few members of the team who will be assessing your coding skills, system design, behavior, and domain knowledge.

Need Help?



If you have any special need that requires accommodation, please don't be shy and contact us at accommodations-ext@snap.com.

Hungry?



Don't worry, there will be plenty of food, snacks, drinks – including great coffee – available at your onsite!

Keep in Mind

- At Snap, we take a practical approach to interviewing by presenting coding problems founded on **real-world engineering challenges**.
- During your interviews, you are free to use the **language** you feel strongest coding in. In the case that your interviewer is unfamiliar with the language you choose, that's okay – you should be able to explain your code clearly enough that they understand what it does.
- Communication** is very important. Before jumping into a solution, be sure to ask your interviewer clarifying questions. Think out loud and talk through your approach, as well as any trade-offs or edge cases you identify. This will help your interviewer follow along with your solution and give you hints when needed. Many of the questions asked are deliberately ambiguous because our engineers want to know how you solve problems.
- For coding exercises, you should always first aim to get to a **working solution** using clearly organized code. From there, you can work on identifying any edge cases or improving the efficiency of your solution.
- During your interviews you will be asked (likely more than once), **"Why Snap?"** Take some time to reflect on what you like about the product, as well as what skills you could bring to the team and organization as a whole. Our team is passionate about providing the best possible experience for our customers, and we are always looking at ways to improve.
- At the end of your interviews, you will have the opportunity to **ask questions**. Feel free to ask your interviewer about their role, team, or projects they are working on. This will give you a chance to learn more about Snap, and help us to learn more about what you're interested in.



How to Prepare

Info and resources for a successful interview.

INVEST TIME IN PREPARING

As interviewing is typically different from your day-to-day job, your memory of computer science fundamentals may be a bit rusty. Before your technical interviews, be sure to take time to brush up on these principles and problem sets.

CODING

Prepare to write syntactically correct code, rather than pseudo code. If you feel a bit rusty coding without an IDE or coding in a specific language, it's a good idea to practice coding with a pen and paper or a simple text editor without syntax highlighting or auto-completion.

REVIEW DATA STRUCTURES, ALGORITHMS, & COMPLEXITY

- Review data structures like lists, arrays, hash tables, hash maps, stacks, queues, graphs, trees, heaps.
- Understand algorithms such as sorting, searching, and graph traversal. Be sure to review recursion and iterative approaches.
- During your interviews, you will be asked to discuss the scalability of your solution. Be prepared to discuss the runtime and memory requirements of your approach in terms of Big O complexity.

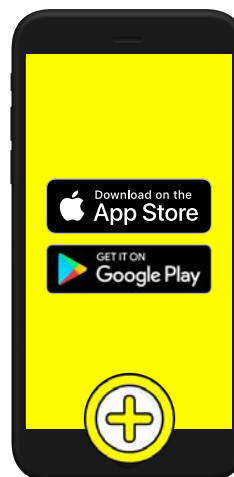
API/OO DESIGN

Good design is key to extensible, clean, long-lived code. Depending on your background and level of experience, this interview will be focused on either product or system design. We are looking to see your thought process as you identify a focus, explore tradeoffs, and walk through your approach.

PAST PROJECTS

You will be asked a number of behavioral questions relating to your previous experience to help your interviewer learn about your work style. Think about technical decisions you have made and what you learned from them. Come to the interview having already prepared a few anecdotes to share.

DOWNLOAD



We're looking for engineers who are familiar with Snapchat and understand the needs of our customers. Download the app before your interview.

DISCOVER CPV



Familiarize yourself with Snap's Core Product Values to understand what we're building and why we're building it.

EXPLORE



Play around with Snapchat to discover your favorite features, and come prepared with ideas for improving the experience for Snapchatters around the world!



HELPFUL LINKS & SITES



- leetcode.com | Essential preparation! Practice medium & hard questions.
- interviewing.io, skilledinc.com, pramp.com | Mock interview resources.
- hackerrank.com | You will use this during your Snap video interview.
- bigocheatsheet.com | Big-O complexities. Be sure to review!
- projecteuler.net | Gives you exposure to programming problems that you wouldn't normally encounter in a standard day.

