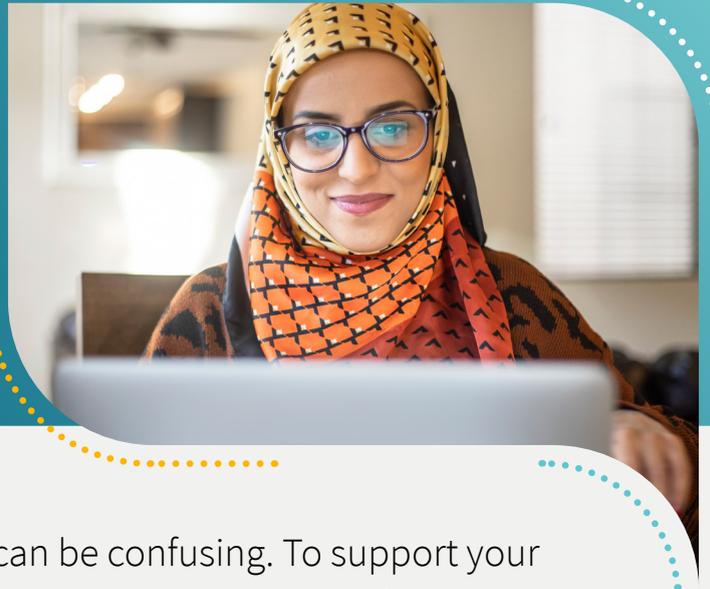


Our Campus Interview Process

Getting To Know You



As a student, we know the interview process can be confusing. To support your needs and help you prepare, our recruiters have compiled this guide for what to expect while interviewing. Our interview days are held throughout the fall and spring campus recruiting seasons and the steps in the process differ for internships and full-time positions.



Internship Positions

1 Step 1

One 30-minute behavioral phone screening with a recruiter.

2 Step 2

One or two 45-minute virtual interviews with a member of our interview team.



Full-time Positions

1 Step 1

One 30-minute behavioral phone screening with a recruiter.

2 Step 2

One 45-minute virtual interview with a member of our interview team.

3 Step 3

Selected candidates will be invited for a second round of two 45-minute virtual interviews with members of our interview team.

Our Interview Types

All our interviews include behavioral interview questions. From there, the types of interview questions are tailored to the position. We categorize our interview questions into four types, and your recruiter can help clarify what type/s of questions you should expect.



Type 1: Behavioral

Included in all interviews; Questions test for skills based on your previous experience.

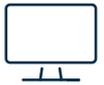
Example: Describe a time when you saw a problem and took the initiative to correct it.



Type 2: Role Specific

Questions are designed to test for certain skills or knowledge related to the role.

Example: What accounting applications are you familiar with?



Type 3: Technical

Questions are challenges set to engage you and assess your technical aptitude, which may require sharing your screen for a code review.

Example: What is SAN, and how is it used?



Type 4: Case

Questions are designed to examine how you think about a problem and how you would solve it.

Example: How many automobiles are sold in Virginia each year?

Other Common Questions

In addition to the four interview types, there are some common questions that are often asked in interviews. Prepare your answers in advance so you can answer confidently.

Tell us about yourself.

Summarize your work and study experience and talk about your goals.

Why do you want to work for us?

Use your research about the job and organization to answer this question.

What makes you the best person for this job?

Explain how your work style, skills, and experience make you ideal for the job.

What are your strengths and weaknesses?

Discuss your strengths and then talk about how you overcome your weaknesses.

Get more tips to help you prepare to interview >

