



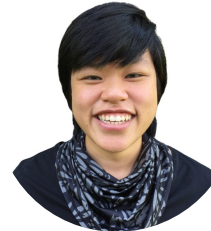
SESS 2744: Both Sides of the Hiring
Process: Perspectives from a Software
Engineering Manager and a Recent Hire

Meet the speakers



Eugenia Kuzina

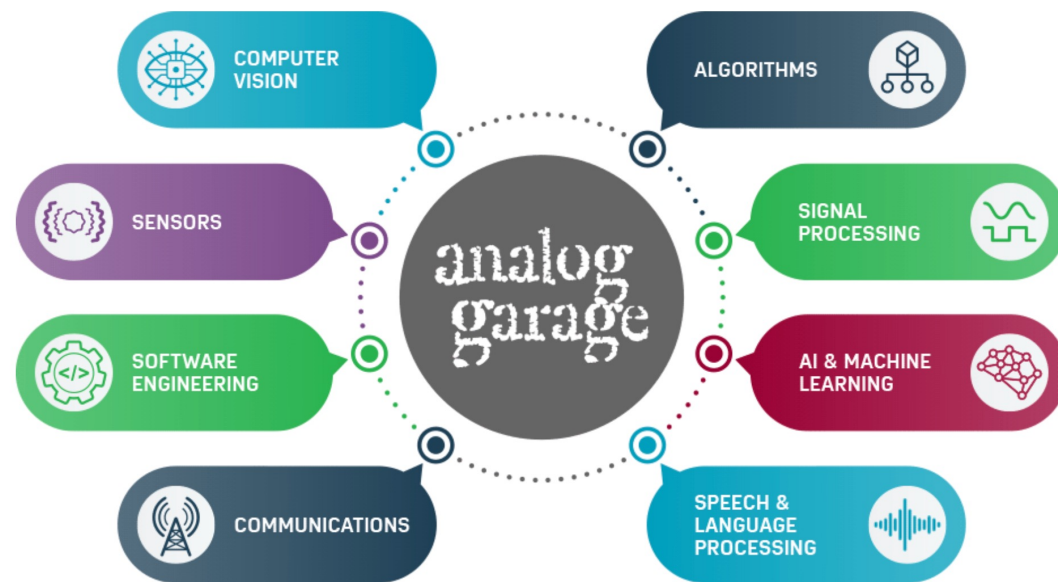
- Engineering Manager at Analog Garage starting `21
- 15+ years of experience in Software Engineering in Europe and the US



Mileva Van Tuyl

- Software Engineer at Analog Garage, Jan `23
- B.S. in Computer Science `21
M.S. in Data Science '22

Analog Devices & Analog Garage



Analog Garage: Empowering Analog Devices by pioneering breakthrough technologies

Before we start

- Download our slide deck ➡
- We'll also be happy to answer questions on them during the Q&A



Full Presentation Slides

Stages of the Hiring Process

1. Pre-GHC
2. Career Expo
3. Screening Interview
4. Interview Process
5. Offer and Negotiation

Pre-GHC: Prep for Success

Hiring Managers:

- Know what you are looking for in a candidate. For ADI, it is people who are:
 - Always learning
 - Technical profile: python; cloud knowledge is a plus
- Define the interview process to reflect your team's values
- Iron out your interview process. What are the stages and timelines? Who is making decisions?
- Prepare a clear job description

Candidates:

- Determine what you want in a company
- Research companies at the Career Expo
 - Identify companies with open roles
 - Create a list of the booths to visit
- Target materials for the role you want:
 - Have resume with LinkedIn and GitHub links
 - Treat LinkedIn as your landing page
 - Ensure GitHub follows best practices
 - Have ~50-60 resumes printed out

GHC 2022 Analog Devices Hiring Summary

- 14 technical demos at the booth
- 1 month of screening interviews
- 10 hiring managers
- 15 open NCG positions
- 700 resumes scanned
- 50 in-person screening interviews
- 6 accepted offers for 4 teams



GHC 2022 Candidate Preparation Summary

- \$1500+ financial commitment
- 2 weeks of prep for career expo
- 6 months of interview prep
- 8 interview styles
- 100 resumes to distribute
- 10+ follow-up interviews
- Multiple offers negotiated



Career Expo: Stand Out and Impress

Hiring Managers:

- Expect A LOT of candidates
- Have a system in place
 - That minimizes wait time
 - Directs candidates to the relevant hiring manager
- Know how to spot great candidates quickly
- Interview the best candidates at GHC
- Be nice to candidates. They have invested a lot to attend GHC and visit your booth

Candidates:

- 4 steps for approaching a booth:
 - Use time in lines to prepare
 - Nail the elevator pitch (~30s)
 - Offer a hard-copy resume
 - Ask questions tailored to the company
- Ask how to connect afterward
- Evaluate if the company is a cultural fit

Screening Interview: Show Your Skills

Hiring Managers:

- Introduce the company and your team
- Specify the role skills you're hiring for
- Tailor your technical interview questions to the skills you want (e.g. strong fundamentals, specific technologies, or fast coding)
- Let the candidate know the next steps and timeline

Candidates:

- Know your basics!
 - Data Structures & Algorithms
 - Principles of the languages you know
 - All projects, technologies, and classes on your resume
 - Why this company and role
- Never Google while on an interview call
- If you don't know something, it's ok, say that. But ask questions and talk through your thought process

Interview Process: Moving Through Stages

Hiring Managers:

- Communicate with candidates: update them early and often on timelines and decisions
- If possible, invite candidates in person

Candidates:

- Communicate your timetable
- Ask what interview style to expect and the background of your interviewer
- If possible, go on-site during the process

Offer and Negotiation: Seal the Deal

Hiring Managers:

- Stay in touch post offer. Especially with the current tech industry climate
- To candidates:
 - If you have multiple offers, communicate, update all companies, and negotiate
 - Let hiring managers know your concerns rather than rejecting outright
 - How you handle the offer and acceptance process reflects on GHC candidates going forward

Candidates:

- The company has invested a lot of time and wants you to accept. The power is in your hands!
 - Ask questions you didn't ask earlier
 - Speak with manager and teammates
- Do negotiate!
 - Research salaries for the company, role, location
 - If salary isn't negotiable, negotiate PTO, benefits, or anything in your offer

Takeaways

- The hiring process is a two-way street. For both the hiring manager and candidate, it's about whether an offer is extended AND also whether the offer is accepted
- Practice, practice, practice! As a candidate, if you come prepared, you feel confident and are bound for success
- As a company, a streamlined interview process reflects well on you and attracts the best candidates

Thank you and let's connect!

- Visit us at the booth! Booth #1533



Full Presentation Slides



ADI Job Postings

Thank You!