



The Ike team is excited to meet you!

Interviewing is stressful, especially when you don't know what to expect. We created this handy guide to give you clarity on our process so you're able to focus your prep and come in ready to shine!

We've designed a process that we believe will give us the best shot at evaluating a mutual fit, allowing you to showcase your skills, strengths, and interests, and decide if Ike is a place where you want to take your next big career step.



Here's what it's like to interview with Ike.

After the phone screen stage, we'll invite you to our office to check out our space, see our trucks, and meet with our team. Your day will consist of 3-4 technical interviews and 2-3 general interviews, and we'll send you a full lineup with interviewers' names and titles in advance so you're as prepared as possible.

Remember that we want to assess both your knowledge (what you know already) and your aptitude and capacity (where you can grow and stretch). It's ok if you don't know all of the answers! We're just as interested in seeing your passion and potential as we are your expertise. In order to evaluate each candidate fairly, we strive to maintain a consistent process, outlined below.



Our technical interviews

We are excited about what your unique domain knowledge would add to our team. Even though we call them technical interviews, they're not just for our technical teams. In any role, we want to understand your depth in areas required for the position. Here are some of the core components of our technical interviews:

- **Reviewing your experience & expertise.** We'll ask you about your past work and experience relevant to the role. To prepare, think through a few examples of challenging and exciting recent projects. What was your contribution? How did the project go? Without going into any confidential information, be ready to teach us about some of your recent work. We also want to understand where you don't have prior knowledge or experience, so it's okay to articulate your areas of growth and skills you want to build.



- **Hands-on problem solving.** Collaboration is a core piece of our identity. To get signal on how you would problem solve as part of our team and to evaluate your technical depth, we'll work through a hands-on exercise together. Don't stress too much about finding the perfect answers, but help us follow along in your thinking as you go. We're more interested in how we problem-solve together than how much you know.
- **Scenario-based thinking.** We value having a growth mindset and are looking for teammates who are excited to tackle new challenges and solve difficult problems. You'll be asked scenario-based questions about how you would find an answer to a problem that is outside your immediate areas of expertise. Our goal is to get a sense of how you approach finding an answer to something you don't know. Your interviewer is there to help so feel free to correct yourself along the way or ask clarifying questions for guidance.



Our general interviews

We care about building a company with a strong culture built around [our values](#). During our general interviews we'll spend time learning about you and how your values align with our mission. Here are some of the topics we will cover:

- **Values alignment.** Check out our values and think through what these mean to you. Be ready to speak about what interests you about Ike and what you're excited about for your next career move.
- **Behavioral interviewing.** During this interview we'll ask about your past experiences and how those have prepared you to be successful in your next role. This [guide to behavioral interviewing](#) can help you prepare.



- **Alignment vs. fit.** These interviews are not intended to evaluate “culture fit.” We want to build a diverse team with many different experiences and backgrounds, so we are looking for shared values, not for similar interests or other things that can often result in bias.
- **Getting to know your manager.** We believe that having a manager who you’re excited to work with and learn from is really important. During your interviews, you will have a chance to spend time with your potential manager so you can get to know each other. Feel free to ask questions about their experience, management style, and expectations.
- **Getting to know Ike.** As much as we want to learn about you, we think it’s just as important for you to learn about us. Can you see yourself at Ike, learning and growing with our team? Throughout the day, we’ll give you an in-depth overview of our company and culture, and provide lots of opportunities for you to ask questions so you can walk away feeling confident that you understand who we are and what we’re all about. If schedules work out, we’ll make sure you have chance to join family lunch so you can get to know our team in a casual setting.

Thank You!

We recognize that interviewing onsite is a big commitment of time—thank you in advance for spending the day with us! If there is any additional information you need as you prepare, please don't hesitate to reach out.

Ike is committed to diversity. From day one we are dedicated to assembling a team with many backgrounds, experiences, perspectives, and to making our workplace inclusive for everyone. As part of this commitment, Ike will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact hr@ike.com.

We're also happy to reimburse childcare costs during your interviews. Our goal is to do everything possible to give you the best chance of success while interviewing with us.