Procore Engineering

Interview Guide

In the spirit of Procore's value of Openness, we would like to share some guidance on how we interview candidates for our Engineering Team. Here we will go over our different types of interviews, what we're looking for, and how to best prepare. Please note that these are just a few guidelines and may not cover everything during your interview.

Our goal is to provide an enjoyable experience during your time at Procore. Let us know if there is anything you need prior to your interview and if you have questions. While you're on campus, feel free to ask for water or snacks, stop and say "hi" to one of our Procore pups (we're a dog-friendly office), and treat our workspace as your own.

Types of Onsite Interviews

In each type of interview, we are looking for something a little different; not only evaluating skills, but qualities that will make you successful at Procore.

INTRODUCTION PANEL

You'll begin your time at Procore meeting with all of your interviewers. This is an open space for us to casually get to know each other before diving into different interview sections. We respect your time with us so we'll ask general questions that otherwise might get repeated later on. In addition to questions about your experience, we may ask about your interests, involvement in the tech community (i.e. blog posts, meetups, open-source work), and what got you interested in Procore.

CODE PAIRING

You will pair with one or more of our engineers to solve a particular technical problem. We will be looking at your ability to iteratively implement a code solution, write tests, traverse the codebase, and understand the design tradeoffs along the way. We are also looking at your ability to seek and receive feedback, work alongside another developer, and explain your reasoning. We know everyone has different coding preferences, so you're welcome to bring your laptop (but you can also use ours). Let us know your preferred development environment in advance, and we will do our best to match it.

ARCHITECTURE

You will be asked to design a software application as a whiteboarding exercise. We've designed this section to test your architecture skills, use of design patterns, and ability to break down problems. Teamwork is essential to how we operate, so we encourage you to discuss challenges and trade-offs, pose questions to the group, and ask for our input. We want this to imitate an actual brainstorming or planning session, so feel free to backtrack and iterate on your solution.

LEADERSHIP & PROCORE VALUES

Regardless of your "career level," at Procore we look to everyone for leadership, from our CEO to interns. Our leadership style is inspired from the former Naval officer, David Marquet, who believes in creating leaders at every level. You can learn more about it here. During our leadership interview, we will ask you about your career goals, experience with team collaboration, and achievement patterns, to name a few. At Procore, we hire to our values of Openness, Ownership and Optimism. In order to maintain our culture, we may ask you to provide examples of times you've demonstrated each of these values in your personal or professional experience.

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What We're Looking For

In addition to looking for folks who demonstrate our Procore Values, these are a few of the qualities we look for in Procore engineers:

- **Passion**: You love what you do. This can show through your side projects, involvement with conferences and meetups, and enthusiasm for your craft. You're not afraid to explore your inner creative and think outside the box. We are passionate about what we do and are looking for people who will share and add to our excitement.

- **Motivation**: Learning, improving, and growing is something you hunger for. Share what you love about engineering, what keeps you learning, and how you develop yourself. Maybe you have a favorite blog or love attending talks. Whatever it is, we want to know how you're motivated to keep progressing.

- **Teamwork**: We are an agile team–always on the move and dependent on each other to get things done. Not only do we work in close collaboration with each other, but we work with our clients and other departments as well. We win together and learn together, so an affinity for teamwork is something we like to see.

How to Prepare

Here are a few questions to consider when preparing for your interview.

THINK ABOUT WHAT YOU WANT TO DO NEXT

Where do you want to take your career and what is an ideal next project? Consider if what Procore has to offer will help you reach your goals and aspirations. Think about how you want your career to develop over time and how you want to grow with Procore.

PRACTICE YOUR PROBLEM-SOLVING SKILLS

While we have a few questions on algorithms, we are primarily looking for your ability to solve real problems and explain your reasoning. Practice solving problems in a group environment where you think aloud and consider tradeoffs as they come up.

CONSIDER WHY YOU'RE EXCITED TO WORK WITH US

Maybe you're interested in our company culture, find our product impactful, or are excited to work on our technical challenges. Whatever the reason, "why Procore"?

BRING QUESTIONS TO YOUR INTERVIEW

We can't wait to get to know you more, and we hope you're excited to get to know us too. After all, this is our interview as much as it is yours. Our team is eager to answer questions you may have about how we work, our product, current projects, company culture, and more–so make sure you bring some questions!

After your Interview

You will hear back from our team within a few days after your interview. In the meantime, we would appreciate if you could share your interview experience with us on Glassdoor. We would also like to hear feedback on this guide. Was it helpful? What else could we include? Let us know here.

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