

Are you coming over for an interview with us? Wonderful!

What's less wonderful is that interviews can be a rather stressful experience, especially if you don't know what you're heading into. We'll have none of that, and so this page contains all the information you should need to put your mind at ease.

After all, interviewing with us is all about having a great time (and, you know, getting hired and such).

What are we looking for?

WE DON'T REALLY CARE HOW QUICK IS YOUR QUICKSORT OR HOW BIG IS YOUR DATA, WHAT'S MOST IMPORTANT TO US IN AN EMPLOYEE IS THAT THEY BE:

Team Players

we believe in the synergy between great engineers more than in the capability of a single engineer.

Quick learners

we don't shy of using the latest web technologies, we expect you to be able to catch up quickly, or even set the pace.

Passionate people

we look for people who love what they do!

Craftsmen

we strive to create high quality code, meticulously designed and easy to maintain.

Result driven

all the above would not do us much good if we didn't get things DONE. We ship early, ship often, and fail fast.

What is the process?

YOU MAY BE WONDERING WHAT OUR INTERVIEW PROCESS LOOKS LIKE. IT LOOKS LIKE THIS:



Home exercise

Assuming you did a great job on the first interview, we will send you a home exercise. This should take you roughly 3 hours to solve, and allows us to see how you perform at your best. Work where you feel most comfortable and use any language you like!



Technical interview #1

In which we:

- Introduce Klarna and its business model
- Go over your résumé
- Ask you to impress us with your past work
- Hit you with one or two technical questions
- Answer any questions you may have
- Let you solve a logic test (this shouldn't take longer than 15 minutes and is nothing to fret about, trust us).



Technical interview #2

In which we:

- Discuss your decisions and the problems you faced. These fruitful discussions may even evolve to some live tweaks to your design.
- Ask you to make a small addition to the exercise.



Home exercise video review

To get an optimal understanding of your solution to the exercise, we will set up a 15 minute video chat where we go over the solution together. Feel free to point out why your solution is magnificent. If we do indeed come to that realization, we'll move you right along to the next phase.



Interview #3 - Double feature!

- HR interview
- Interview with Uri



Reference check

Hope you're not keened on burning bridges. We will talk with some referants and ask them to tell us about you.



Background check

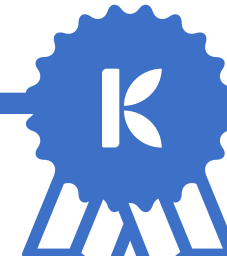
Seeing how Klarna is under some pretty strict regulation, we are not at liberty to employ criminals. We will use an external company to make sure you aren't one (using publicly available data).

You're almost there!



We make you an offer you can't refuse.

You sign at the office.



To sum it up, you'll have to show up at the office for three interviews and solve one exercise.

That sounds like a lot, but keep in mind that we can move as fast as you'd like through the process. This process is also the thing that guarantees everyone you'll end up working is a splendid software professional and human being.



We're located at the **Electra Tower** (Yigal Alon 98, Tel-Aviv), a short walk from Hashalom Train station.

You could reach us by car, but sadly we won't be able to reimburse your parking expenses.

Do be on time, as we certainly aim to treat your time with the utmost respect.

How can you get to your interview(s) on time?

What sort of questions will we ask you during the first interview?

This is no doubt the most stressful part of the interview, but it really doesn't have to be. We're not going to time you, and we don't necessarily care whether or not you manage to solve our questions perfectly. What we really care about is how you approach problems, so just let us know what you're thinking and try to have a good time.

That being said, it would certainly not hurt to be familiar with basic complexity concepts (does O(n) ring a bell?), data structures and to brush up on your Object-Oriented design skills.

What else can you do to prepare yourself?

It would be great if you could pick a past project that makes you proud and prepare to talk about it. Keep in mind that you won't have time to share every possible detail with us, so make sure to emphasize what you've personally accomplished in the project, while giving us a good overview of the big picture. Should you make it to the second interview, it would be prudent to go over your own exercise beforehand, the better to refute all our criticism.

Who is going to be interviewing you?

You should have received an event invitation. Your interviewers are the other people in that invitation.

Good luck!