



Interview Pack

2020

Thank you for taking an interest joining Simply Business.

We're really looking forward to learning more about you.

We realise that making the decision to pursue a new job opportunity is a big deal. So we thought we'd put together some information to help you prepare for your upcoming interviews at Simply Business.

This information is designed to make sure you're entering into your interviews feeling as confident and prepared as possible.

However, if after reading through this you still need some more info then please reach out to your TA or email us at careers@simplybusiness.co.uk. We'll be more than happy to walk you through the ins and outs.



We are committed to providing equality & opportunities.

We offer a workplace where colleagues
are treated with respect and dignity.

We don't (and won't) discriminate either directly
or indirectly on the grounds of race, religion, beliefs,
political opinion, disability, nationality, ethnic origin,
sex, sexual orientation or relationship status at any
stage of the hiring process or during the course
of your employment.

*If you require adjustments, support or advice at any
point during the course of your application please email
us at careers@simplybusiness.co.uk*

The Agenda

Who we are.

Our tech.

Your role.

What your interview will look like.

Where to find us.

What happens next.

Who we are

Simply Business is a new type of insurance company using technology to create the best possible insurance experience for small businesses and self-employed people.

Technology is one of the central pillars of our business; but it's the relationship between the business and the technology team that sets us apart from other organisations. We're not only regarded as custodians of our platforms and growth plans, but as pioneers for pushing boundaries.

Advances in cloud technology, networking infrastructure, teleconferencing and machine learning (to name a few) continue to transform how our business interacts with customers and how we organise our workplace

HASANI JESS | UK CTO - SIMPLY BUSINESS

Our values.

They're at the heart of our story.

Everything we do comes down to these five values which will mean something unique to every person at Simply Business.

LEARNING

> We're always learning, developing and improving, helping others do the same

EMPOWERMENT

> We're trusted to get the right stuff done in the way that suits us best

AUTHENTICITY

> We respect the unique skills and perspective that everyone has

PIONEERING

> We lead with purpose and make things happen

SIMPLICITY

> If we can make it simpler, we do, and if we can't then we explain it so everyone can understand

Our tech.

Your experience isn't a tick box exercise.



Backend

Javascript React, HTML, CSS, Spark,
Ruby on Rails, AWS, RabbitMQ, Docker,
Mongodb, Ruby, Scala, Puppet, Redshift

Frontend

Typescript, Webpack, Emotion JS, Jest,
Babel, React JS, NPM, ESLint, Storybook

Your role

Please select the role you are interested in to learn more about the responsibilities and the interview journey.

- > Junior Engineer
- > Engineer
- > Senior Engineer
- > Engineering Lead
- > Staff Engineer
- > Senior Staff Engineer
- > Engineering Manager
- > Principal Engineer
- > Head of Engineering
- > Front-end Engineer
- > Senior Front-end Engineer
- > Lead Front-end Engineer
- > Staff Front-end Engineer
- > Test Engineer
- > Senior Test Engineer
- > Lead Test Engineer
- > Software Test Engineering Manager
- > Data Engineer
- > Lead Data Engineer
- > Staff Data Engineer

Your role as a...

Junior Engineer

As a Junior Engineer you will be focused on **learning the team's tools and current processes; learning about the best-practices of software engineering such as testing, source control and agile planning.**

You'll learn about the business domain and the applications/components relevant to your team and be capable of taking well-defined sub-tasks from a larger project as well as completing these tasks in a reasonable time frame as part of a pair (or alone with appropriate supervision).

As a Junior you will also communicate your status to your manager and team as well as being mentored by other engineers, focusing on learning about a specific component or product sub-area and mastering that component.

Level-Up | Junior Engineer

The next step in your journey at Simply Business would be to step into the role of an Engineer. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as an...

Engineer

As an Engineer you are capable of taking well-defined tasks and completing them in a way that is considered by the team to be high-quality with supervision from more senior team members.

The progression through this level is focused on taking tasks of increasing complexity, scope and importance and completing them with a decreasing need for oversight. An important focus of this level is developing empathy for the users of their software, whether they be internal employees, customers or other Engineers on the team.

In addition an Engineer will bring meaningful contributions to technical discussions and can take responsibility for implementing stories, knowing when a feature requires a wider design discussion

Level-Up | Senior Engineer

The next step in your journey at Simply Business would be to step into the role of a Senior Engineer. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as a...

Senior Engineer

A Senior Engineer you will be capable of owning the technical design for projects of moderate complexity and understanding the trade offs in creating good software.

A Senior Engineer will require very little oversight beyond high-level direction: taking a complex user story, breaking it down into sub-tasks and completing their sub-tasks with relative ease. In addition they will be able to identify and suggest areas of future work for themselves or their teams.

You will proactively share knowledge inside a team (e.g. leveling up other members of the team on a specific subject, reporting the results of a spike/investigation) or across the team (e.g. presenting at tech council, show & tell, town hall or level ups)

[Level-Up | Engineering Lead or Staff Engineer](#)

The next step in your journey at Simply Business would be for you to step into the role of an Engineering Lead or a Staff Engineer. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as an...

Engineering Lead

An Engineering Lead is responsible for the day-to-day delivery of features within a team. They have the ability to deliver complex projects while leading a team of engineers.

You'll have a significant domain knowledge, they can also apply this knowledge to a given problem in addition to providing strong technical judgment. Leading technical discussions and applying techniques such as Domain-Driven Design when appropriate is crucial and Engineering Leads must be involved in the implementation of systems by working on features, possibly pairing with others to share knowledge.

An Engineering Lead understands the trade offs between technical, analytical and product goals and strives to create solutions that satisfy all of these goals. Plus they may sit in on architecture review boards and be asked to provide feedback on projects outside their area

Level-Up | Engineering Manager

The next step in your Simply Business Journey would be for you to step into the role of an Engineering Manager. A promotion is confirmed when your line manager and appropriate members of Tech Management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as a...

Staff Engineer

A Staff Engineer is a strong technical individual contributor who exhibits leadership and influence well beyond themselves.

This leadership comes in the form of engineering leadership, exceptionally strong individual contribution, or something between these two in addition to extensive mentoring of junior team members while maintaining deep individual contribution. Given an unclear project, a Staff Engineer will appropriately scope it, find a solution, implement and launch that solution. They will write code day-to-day to deliver features but can balance leadership and individual contribution.

This role requires great technical judgment at both a code and architecture level as well as knowing how to work with other teams to resolve difficult technical implications that affect their projects

[Level-Up | Senior Staff Engineer](#)

The next step in your Simply Business Journey would be for you to step into the role of a Senior Staff Engineer. A promotion is confirmed when your line manager and appropriate members of Tech Management agree that you are ready.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Senior Staff Engineer

A Senior Staff Engineer sets the direction in a major part of the technology for their business area and have a major role in the business area or team's decision-making process.

You will be involved in setting the standards for the entire tech organization and providing technical advice and decision-making that affect not only your group but other teams or the company at large. As a Senior Staff Engineer you will be sought-after for technical guidance across the whole technology team, have a track record of anticipating technical problems that will fall out of major products and design solutions to overcome those problems.

You will consistently be able to reduce the complexity in order to get more done with less work (especially when presented with a complex problem, process or existing system), sets short to medium-term strategic technical direction, able to look ahead 6-12 months and explain technical work such as maintenance and refactoring to stakeholders.

Level-Up | Principal Engineer

The next step in your Simply Business Journey would be for you to step into the role of a Principal Engineer. A promotion is confirmed when your line manager and appropriate members of Tech Management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as an...

Engineering Manager

An Engineering Manager is the technical leader for a team and they have a significant impact on it's success.

They are capable of identifying the most high-value projects as well as keeping their team focused. They will spend less time writing code but are expected to provide architectural guidance by leading design sessions, code reviews as well as mentoring other team members. Engineering Managers are comfortable managing team members, can communicate expectations clearly, and solicit as well as deliver individual feedback frequently.

At times they may act as Product Manager for prioritised technical stories and design and implement complex company wide systems.

Level-Up | Head of Engineering

The next step in your Simply Business Journey would be for you to step into the role of Head of Engineering. A promotion is confirmed when your line manager and appropriate members of Tech Management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as a...

Principal Engineer

They act as the “chief architect” for a major area of our business.

They have significant strategic vision, can take a high-level plan for growth at a business level and translate that into a strategic technology roadmap. Their primary job is focusing on the architectural and technology needs to grow the business because the decisions they make define the long-term capabilities of our technology.

A Principal Engineer will also be able to design and lead the implementation of projects with far-reaching impact on the working of our business which may result in significant changes to the current running of the company.

As well as leading conversations internally about the direction of major areas of the technology, they drive consensus across the whole tech team to the adoption of this direction and uses this to inspire engineers. At this level they will build systems, authors tools, or introduces policies or patterns that raise the level of productivity of the entire organisation.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as the...

Head of Engineering

**You will be responsible for the organisation's overall technical competence.
Your impact will be felt across multiple areas of the organisation.**

The Head of Engineering is responsible for multiple teams (potentially across multiple areas of the business) and sets the technical direction for these in a way that balances business needs and technical quality.

You will identify strategic growth opportunities for our technology that will enable us to grow as a business. In addition you will explain technical work across all levels of the business (including C-suite level), help the teams articulate goals that support business initiatives and improve technical standards. You'll also be able to balance immediate and long-term product/business focused work with technical debt and strategic technical development.

As well as contributing to the architecture and design efforts, ensuring that the code matches the product and business needs you will scale appropriately as those needs change and understand the systems they oversee well enough to perform code reviews.

Your role as a...

Front-end Engineer

The role of front-end engineer is limited to only front-end tasks. As a front-end Engineer you are capable of taking well-defined tasks and completing them in a way that is considered by the team to be high-quality.

The emphasis of your work is around UX aspects of the product, therefore most of your interactions will be with the user facing aspects of our product. **However, front-end stories may depend on back-end work so fluency in JavaScript could be required.**

The focus of this level is developing empathy for the users of their software, whether they be internal employees, customers, or other engineers on the team.

The progress through this level is focused on taking tasks of increasing complexity, scope and importance and completing them with very high quality along with a decreasing need for oversight.

Level-Up | Senior Front-end Engineer

The next step in your Simply Business Journey would be for you to step into the role of a Senior Front-end Engineer. A promotion is confirmed when your line manager and appropriate members of Tech Management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as a...

Senior Front-end Engineer

The role of front-end engineer is limited to only front-end tasks. As a senior front-end engineer you are capable of taking well-defined tasks and completing them in a way that is considered by the team to be high-quality with little oversight beyond high level direction.

The emphasis of your work is around UX aspects of the product. therefore most of your interactions will be with the user facing aspects of our product. **However, front-end stories may depend on back-end work so fluency in JavaScript could be required.**

An important focus of this level is developing empathy for the users of their software, whether they be internal employees, customers, or other engineers on the team.

As a senior front-end engineer you will play an integral part in delivering large projects and getting things done with minimal supervision.

Level-Up | Lead or Staff Front-end Engineer

The next step in your Simply Business Journey would be for you to step into the role of a Lead or Staff Front-end Engineer. A promotion is confirmed when your line manager and appropriate members of Tech Management agree that you are ready.

Interview process >

Click [here](#) to see the interview process for this role.

Your role as a...

Lead Front-end Engineer

The role of front-end engineer is limited to only front-end tasks. As a lead front-end engineer you are capable of taking well-defined tasks and completing them in a way that is considered by the team to be high-quality with little oversight beyond high level direction.

The emphasis of your work is around UX aspects of the product, therefore most of your interactions will be with the user facing aspects of our product. **However, front-end stories may depend on back-end work so fluency in JavaScript could be required.**

An important focus of this level is developing empathy for the users of their software, whether they be internal employees, customers, or other engineers on the team.

At this level there is also a focus on providing regular feedback to support career growth, progression towards goals, areas for improvement and praise as warranted to the team. Effective delegation to other engineers whilst providing support by removing blockers is crucial.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Staff Front-end Engineer

The role of front-end engineer is limited to only front-end tasks. As a staff front-end engineer you are capable of taking well-defined tasks and completing them in a way that is considered by the team to be high-quality with little oversight beyond high level direction.

The emphasis of your work is around UX aspects of the product, therefore most of your interactions will be with the user facing aspects of our product. **However, front-end stories may depend on back-end work so fluency in JavaScript could be required.**

They can work on back-end stories, front-end stories or a mixture of both. They can do this on their own or together with back-end engineers because most front-end stories depend on back-end work; splitting the work up creates more process overhead because you need to coordinate across multiple backlogs.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Test Engineer

A Test Engineer is able to work independently when given an objective and can deliver a testing impact to the greater testing team such as bringing testing ideas, level ups and/or suggesting areas for improvement.

They ask questions on what to test and are able to share feedback on how to test. As well as being involved in agile testing during implementation they will work with Engineers to define the testing strategy for any given story; focusing on bug prevention and contributes to delivering projects as part of a team.

Testers contribute to delivering testing expertise as part of a team and are able to work effectively on complex projects with some supervision.

[Level-Up | Senior Test Engineer](#)

The next step in your journey at Simply Business would be to step into the role of a Senior Test Engineer. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Senior Test Engineer

A Senior Test Engineer is capable of influencing engineers to understand how to test and what to test (based on risk) as well as being involved in modern testing and pre-implementation.

They work with engineers and product owners to define the testing approach for a given story, focusing on bug prevention. In addition to this they are able to work effectively on several projects in parallel with minimal supervision and coordinates testing efforts with other teams i.e product and/or testing teams.

A Senior Test Engineer plays an integral part in delivering large projects that may introduce a higher risk and gets things done with minimal supervision

[Level-Up | Lead Test Engineer](#)

The next step in your journey at Simply Business would be to step into the role of a Lead Test Engineer. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Lead Test Engineer

A Lead Test Engineer is capable of influencing engineers to understand how to test and what to test (based on risk) as well as being involved in modern testing and pre-implementation.

They work with Engineers and Product Managers to define the testing approach for a given story, focusing on bug prevention. In addition to this they are able to work effectively on several projects in parallel with minimal supervision and coordinates testing efforts with other teams i.e product and/or testing teams.

Delivering a testing impact to the organisation is essential as well as the capability of influencing software test engineers to understand better approaches of testing. They will work with Engineering Leads/Managers on improving testing effectiveness across the organisation

[Level-Up | Test Engineering Manager](#)

The next step in your journey at Simply Business would be to step into the role of a Test Engineering Manager. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Software Test Engineering Manager

A Software Test Engineering Manager works with Engineers and Product Managers to define the testing approach for a given story. In addition to this they are able to work effectively on several projects in parallel with minimal supervision and coordinates testing efforts with other teams i.e product and/or testing teams.

They deliver a test impact to the organisation which is essential as well as the capability of influencing software test engineers to understand better approaches of testing. They will work with Engineering Leads/Managers on improving testing effectiveness across the organization

A Software Test Engineering Manager will also define and participate in the interviewing process of future testing members as well as developing

direct reports through thoughtful, timely performance reviews and development plans. They will manage team members careers and proactively providing mentoring and timely constructive feedback.

They will identify and implement areas for improvement in the constantly evolving testing processes within the SDLC and provide guidance and direction to testing team members in order to adopt new tools, achieve goals and develop experience. At this level they will also need to establish best practices and ensuring team members are consistently trained and educated on latest processes and tools.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Data Engineer

The Data Engineer will help design, build and maintain the systems that create and provide actionable information to help Executives and Managers make informed business decisions.

Data warehouses and data lakes, business intelligence, analytics platform, tools and solutions as well as ingesting transforming and consuming data.

As a Data Engineer you will be hands-on in developing our products using best practices, appropriate tools and technologies. As well as highlighting areas for continuous improvement and drive their prioritisation. You will be proactive in collaborating and communicating with your colleagues near you and across the ocean.

[Level-Up | Lead or Staff Data Engineer](#)

The next step in your journey at Simply Business would be to step into the role of a Lead or Staff Data Engineer. A promotion is confirmed when your line manager and appropriate members of Tech management agree that you are ready.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Lead Data Engineer

The Lead Data Engineer is an individual that has got strong technical and managerial skills.

The priorities for the Lead Data Engineer are to ensure effective day-to-day delivery of features within a strand and ensure that we're creating long-lasting value and that our systems are maintained.

A Lead Data Engineer has the ability to define a technical vision which they can then share and get other tech team members to contribute to. They'll be able to break down complex technical requirements (epics) into smaller stories to avoid large monolithic deliverables and know when more substantial refactoring is required.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your role as a...

Staff Data Engineer

A staff Data Engineer is a strong technical individual contributor who exhibits leadership and influence well beyond themselves.

This leadership comes in the form of a combination of engineering leadership and exceptionally strong individual contribution. There will be extensive mentoring of junior team members while maintaining deep individual contribution.

They write code day-to-day to deliver features but can balance leadership and individual contribution and the priorities of a Staff Data Engineer are to drive with the Lead Data Engineer in the day-to-day delivery of features within a strand (60-80%) and also collaborate with other strands build systems following best practices and our systems architecture.

A Staff Data Engineer ensures that we're creating long-lasting value and that our systems are maintained, using their knowledge and skills to level up all Data Engineers. You'll use your influence to make sure DNA systems are well integrated with the rest of the company.

[Interview process >](#)

Click [here](#) to see the interview process for this role.

Your Journey

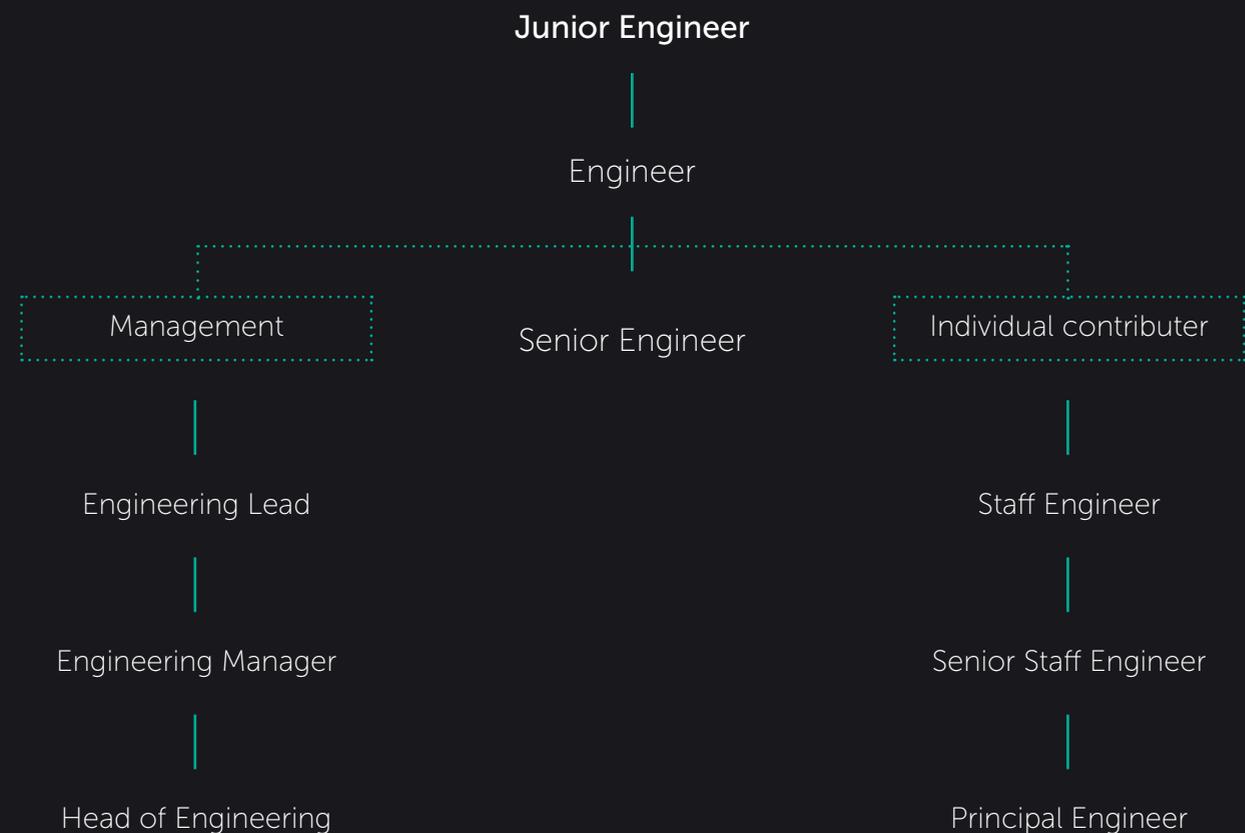
We support two career paths within Engineering: Management and Individual Contributor. Whichever path you choose we'll provide you with the right support for your learning and development. Your career path isn't fixed either - as an 'individual contributor' you may wish to cross over to 'management' or vice versa and this is completely fine. Whichever way you go we will follow.

'Management' At a high level, this path is about managing complex projects, managing teams and managing business stakeholders. People on this path still make technical decisions and they also enjoy growing and mentoring others whilst making teams more efficient & effective.

AS FAR AS CODING IS CONCERNED, THIS IS MORE HANDS-OFF, COMPARED TO THE INDIVIDUAL CONTRIBUTOR PATH.

'Individual Contributor' At a high level, this path is about problem solving, big technical decisions and providing technical guidance. Individual contributors are not expected to manage staff but are still able to lead and influence teams.

AS FAR AS CODING IS CONCERNED, THIS IS MORE HANDS-ON, COMPARED TO THE MANAGEMENT PATH



Your Journey

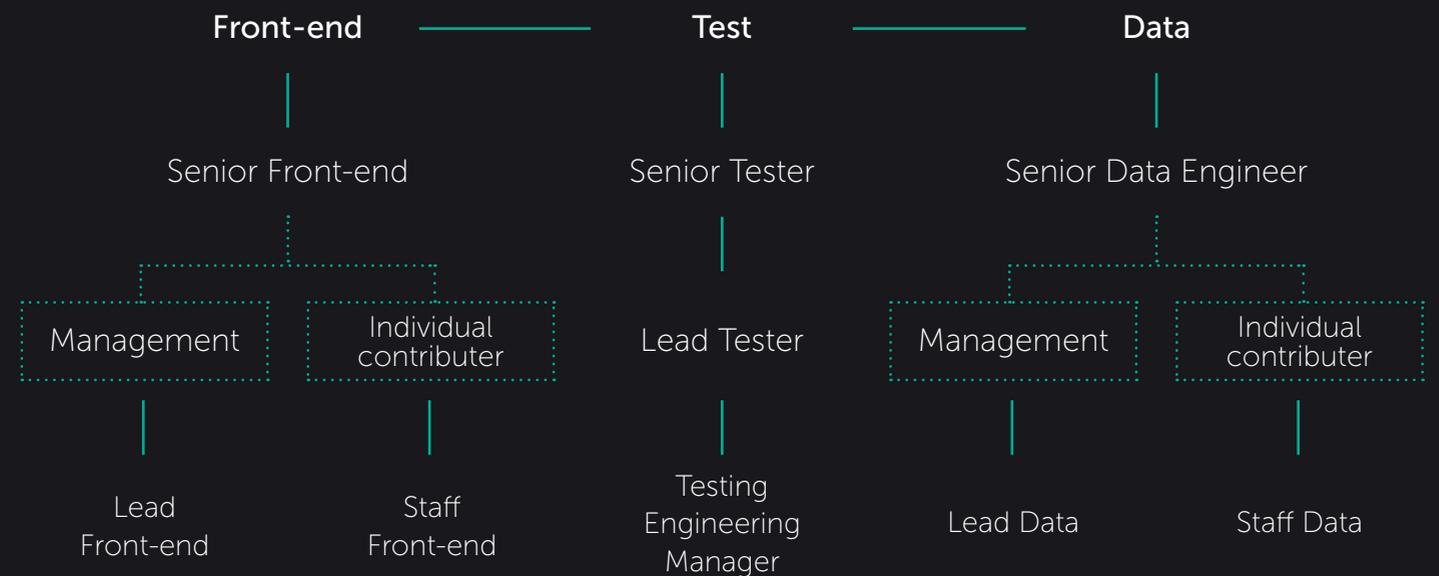
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'Individual Contributor' At a high level, this path is about problem solving, big technical decisions and providing technical guidance. Individual contributors are not expected to manage staff but are still able to lead and influence teams.

AS FAR AS CODING IS CONCERNED, THIS IS MORE HANDS-ON, COMPARED TO THE MANAGEMENT PATH



The process



Stage 1	Stage 2	Stage 3	Stage 4
Phone screen with TA	Pair Programming Assessment*	Technical Deep Dive	Strengths & Values

Stages 2, 3 & 4 will take place over the course of a day
lasting a combined 3 hours.

A break of 15 minutes will be factored into the day between
stages 2 and 3

**If you have a preferred coding language then please let us know as soon
as possible as the Programming Assessment is usually done in Ruby*

The process for an Engineering Manager



Stage 1	Stage 2	Stage 3	Stage 4
Phone screen with TA	Architectural Workshop*	Technical Deep Dive	Strengths & Values

Stages 2, 3 & 4 will take place over the course of a day
lasting a combined 3 hours.

A break of 15 minutes will be factored into the day between
stages 2 and 3

**The topic for the Architectural workshop will be sent to you
beforehand giving you enough time to prepare before your onsite
interview*

The process for a Principal Engineer



Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6
Phone screen with TA	Pair Programming*	Presentation**	Architectural Workshop***	Strengths & Values	Behavioral

Stage 2 will be done remotely.

Stages 3, 4, 5 and 6 will take place over the course of a day lasting a combined 4 hours and 15 minutes

Two 15 minute breaks will be factored into the day after stage 3 and 4

**If you have a preferred coding language then please Let us know as soon as possible as the Programming Assessment is usually done in Ruby*

***The topic for the Presentation will be sent to you beforehand giving you enough time to prepare before your onsite interview*

****The topic for the Architectural workshop will be sent to you beforehand giving you enough time to prepare before your onsite interview enough time to prepare before your onsite interview*

The process for Testers



Stage 1	Stage 2	Stage 3	Stage 4
Phone screen with TA	Infrastructure Test*	Technical Deep Dive	Discussion with Systems Manager

Stages 2, 3 & 4 will take place over the course of a day lasting a combined 3 hours.

A break of 15 minutes will be factored into the day between stages 2 and 3

**If you have a preferred coding language then please let us know as soon as possible as the Infrastructure Test is usually done in Ruby*

The process for Front-end



Stage 1	Stage 2	Stage 3	Stage 4
Phone screen with TA	Tech Assignment* (in office or remote)	Technical Deep Dive	Strengths & Values

Stages 2, 3 & 4 will take place over the course of a day lasting a combined 3 hours.

A break of 15 minutes will be factored into the day between stages 2 and 3

**The Tech Assignment can be a remote assignment that you can do at home or you can come onsite and complete a tech test. Either one is fine with us.*

The process for a Data Engineer



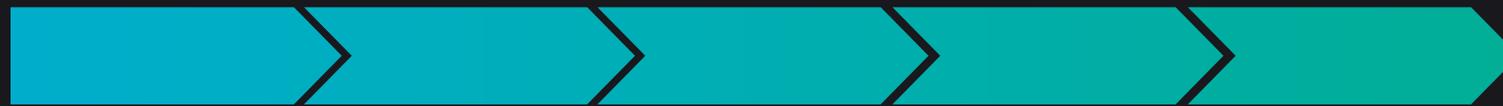
Stage 1	Stage 2	Stage 3	Stage 4
Phone screen with TA	Call With Hiring Manager	Strengths & Values	Technical Skills Assessment*

Stages 2, 3 & 4 will take place over the course of a day lasting a combined 3 hours.

A break of 15 minutes will be factored into the day between stages 2 and 3

**The Technical Assessment will be done in either Java or Scala*

The process for a Head of Data



Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Phone screen with TA	Video Call Screening with Data Director	Technical Skills Assessment*	Architectural & Organisational Assessment	Leadership / Stakeholder Management Skills & Cultural Fit

Stages 2, 3, 4 & 5 will take place over the course of a day lasting a combined 4 hours

A break of 15 minutes will be factored into the day between stages 2 and 3

**The tech test can be given before hand and prepared for remotely or you can come onsite and complete a tech test. Either one is fine with us.*

Pair Programming Assessment

90 minutes

The 90 minutes pair programming assessment will be conducted with engineers from across the business. You will be assessed on 5 key areas: **coding, algorithms, mathematics, recursion** and **testing**.

As well as the above you will be assessed on your communication skills, i.e. explaining your decisions, convincingly arguing your choice of style and practice and demonstrating good collaboration.

There's a link on pair programming in the 'Check This Out' section where you will find more information.

Tech Assignment

90 minutes

At this stage you have the option of being sent the Tech Assignment beforehand or coming onsite for a Pair Programming Assessment.

The 90 minutes tech assignment will be conducted with engineers from across the business. You will be assessed on 5 key areas: **coding, algorithms, mathematics, recursion** and **testing**.

You will be assessed on your communication skills, i.e. Explaining your decisions, convincingly arguing your choice of style and practice and demonstrating good collaboration

Option 1 - Prepare

You will be sent the assignment topic/details with the chance to prepare. You will be able to build the basics of a code base remotely and then come into our offices to conduct the pairing assignment which will expand on the code base that you've already prepared.

Option 2 - Onsite

You will be asked to come in and complete a Pair Programming Assessment in JavaScript.

Technical Deep Dive

45 minutes

This will be a conversation conducted by engineers and possibly product managers from the business. For this session we'll be looking to understand more of your technical foundations, how you like to work and your approach to problem solving.

There will also be some hypothetical questions during this session which you can find in the ['Check This Out'](#) section.

We're looking for a good testing mindset, the ability to explain technical solutions to problems in a way that can be understood by non-engineers as well as an understanding of agile software practices and where you have applied them.

Strengths & Values

45 minutes

We are a values driven company with each area of the business having its own set of nuanced values that feed into each team.

This session is mostly non-technical although due to the nature of the role there will be some technical questions in particular with how you work within a cross-functional environment with non-technical colleagues.

The questions will revolve around the Simply Business values - **learning**, **empowerment**, **authenticity**, **pioneering** and **simplicity** and this section will contain a healthy mix of hypothetical scenarios and experienced based questions which you can find in the ['Check This Out'](#) section.

Presentation

60 minutes

The topic of the presentation will be sent to you before the date of your onsite interview. During that time you will work on your presentation independently and come into our offices to present your findings/ solution to engineers within the business.

While creating your presentation remember:

- How convincingly you argue your choice of coding styles and practices
- Are you able to show how you have taken a business problem and explain your solution to this problem in a way that can be understood by non engineers?

Architectural Workshop

90 minutes

At this stage you will be discussing the ideas you would've presented during your presentation and exploring your ideas with engineers from the business. The Architectural Workshop will essentially be a white-boarding session, working through and unpacking your concepts/approach towards the topic.

Things to remember for this stage:

- Explain in detail the technical decisions you've made, including the positives and negatives of your decision
- Demonstrate a good testing mindset

Infrastructure Test

75 minutes

This stage is an informal but relatively technical discussion around your CV and Q/A. Within this stage there will also be hands on pairing questions that you and another engineer at Simply Business will work through together.

The idea is to assess your thought processes and technical ability. Towards the end there will be enough time for you to ask any Q/A questions.

Discussion with Systems Manager

20 minutes

After having met with some members of the team you'll have an informal closing discussion with the Systems Manager.

This stage is informal but there will be questions looking into your experience and your thought process towards particular scenarios.

This is a great way to conclude the day because it now gives you one last opportunity to **ask any questions you may have** about the role, the business and or the team.

Behaviourial

60 minutes

The behavioural stage will be a non-technical conversation between you and our senior people partner. This stage is a discussion that will look into your strengths and values but paying particular attention to how you identify with Simply Business' core values:

Empowerment

We're trusted to get the right stuff done in the way that suits us best

Authenticity

We respect the unique skills and perspective that everyone has

Simplicity

If we can make it simpler, we do, and if we can't then we explain it so everyone can understand

Learning

We're always learning, developing and improving, helping others do the same

Pioneering

We lead with purpose and make things happen

Technical Skills Assessment

90 minutes

At this stage you have the option of being sent the technical skills assessment beforehand to do remotely.

The structure of the assessment would be pairing on a coding exercise and pairing on a SQL exercise.

The objective of the technical skills assessment is to assess your skills in SQL and software. In addition we will be looking at your skills in problem-solving as well as understanding your collaboration skills.

Remember - explain your decisions and convincingly argue your choice of style/practice as this will have an effect on the ways in which your collaboration skills will be assessed.

Architectural & Organisational Assessment

60 minutes

The structure of the architectural and organisational skills assessment will be to:

- Describe a data platform that you've designed or worked on
- Describe how the team working on it was organised

There will also be an exercise where you extend our current platform and the team based on real-time data and regulations.

This stage will assess your architectural skills and knowledge of current technologies, your team and stakeholder management skills and organisational skills

Leadership & Stakeholder Management Skills

45 minutes

This stage is where you will be assessed on your leadership and management capability by our senior people partner.

In addition there will be a discussion exploring your experience with developing teams, your achievements in management and stakeholder relationships.

Hint - think of examples of how you identified the challenge, articulate your approach clearly and explain the outcome.

Call with Hiring Manager

30 minutes

This will be a conversation exploring your experience, your current level of responsibility and skill set.

Continuing from the previous call with one of our TA's this will be another chance for you to get a more detailed insight into the role, the teams and scope of any current and/or future projects.

Video Call

45 minutes

This will be a conversation exploring your experience, your current level of responsibility and skill set.

Continuing from the previous call with one of our TA's this will be another chance for you to get a more detailed insight into the role, the teams and scope of any current and/or future projects.

This secondary call with the data director will be a chance for them to understand what you're looking for in terms of your next role in your career and assess whether you're a potential match for Simply Business.

zoom

We use zoom for all our video conference needs.

Zoom is our go to platform for video meetings and conference calls. It's integrated into our ecosystem and allows us to uphold our value of face to face communication.

If you are unable to travel down to our offices then you can attend the interview/stages remotely via Zoom!

Check these out

Here are some useful links to help with your preparation but to also give you more of an insight into who we are.

- > [Careers page](#)
- > [Glassdoor](#)
- > [Simply Business office tour](#)
- > [Simply Business tech blog](#)
- > [Hypothetical questions](#)
- > [Pair programming info](#)
- > [Experienced-based questions](#)

Where to find us

4th Floor
99 Gresham Street
London
EC2V7NG

Closest stations:

- [Bank](#) (4 min walk)
- [Moorgate](#) (6 min walk)
- [Mansion House](#) (7 min walk)

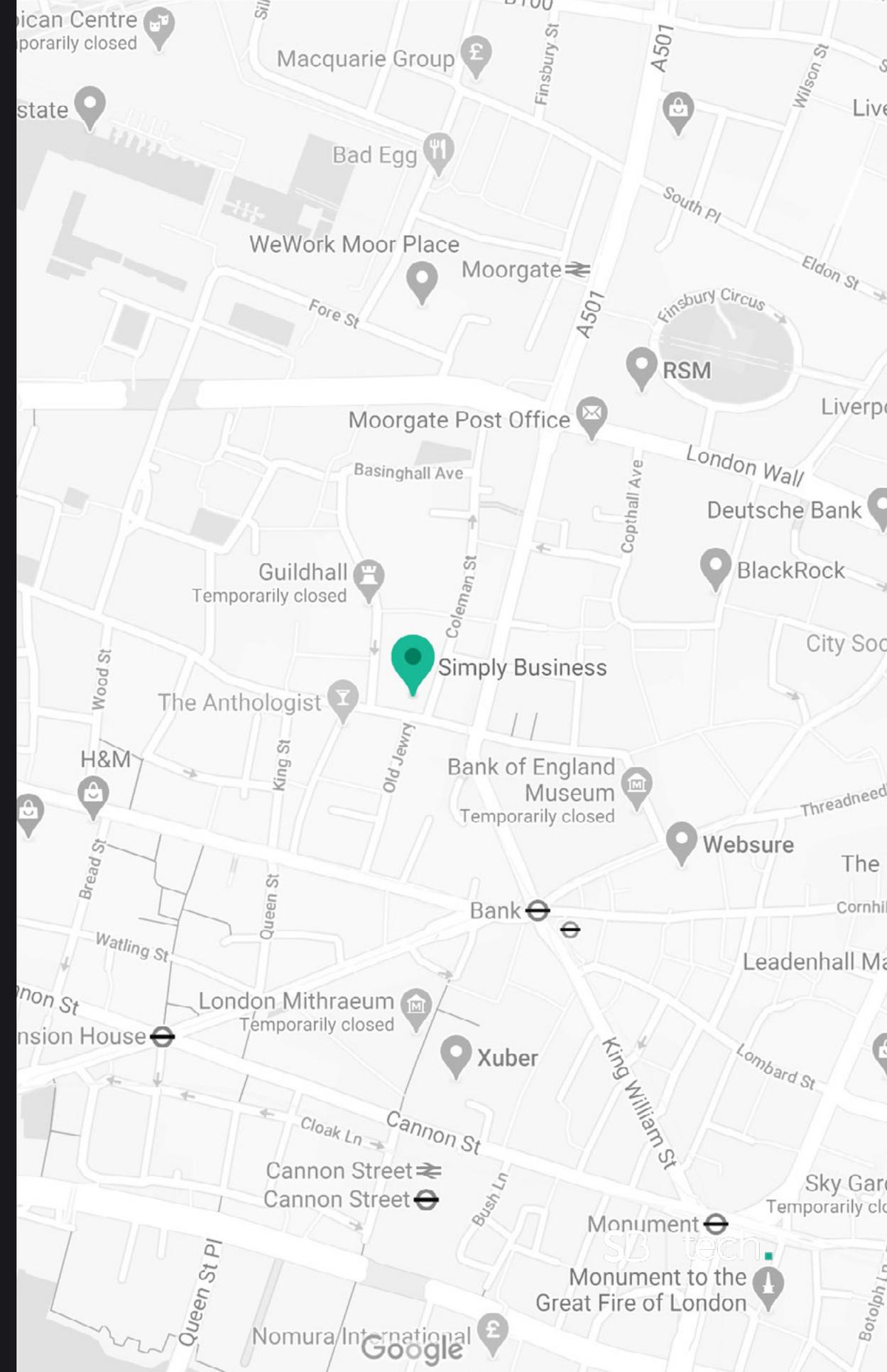
Get in touch with Simply Business Tech

[View our website](#) >

[See what we are up to on LinkedIn](#) >

0333 0146 683

careers@simplybusiness.co.uk



What happens next?

Interview invite

- > By now you should have received a Google invite to your interview informing you of the place, date, time and who will be attending.

Interview pack

- > Use this interview pack to prepare but also use the contacts included for any extra information or additional support you may need on the day.

Feedback

- > If you have any feedback please do speak to your recruiter. We're always looking for ways to improve our candidate experience so your thoughts will be greatly welcomed!

Just incase

- > If, on the day of your interview, you have any travel problems or by chance you arrive and no one is at reception please do contact your recruiter.



Thank you for taking
an interest in joining
Simply Business