



flight



Hiring Great Engineers

**Saurabh Singhal**

Sr. Manager, Fabric | @saurabhksinghal



# It All Begins With the People



# Hiring is Hard and Stressful

# Fabric's Approach



MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANIDATE  
EXPERIENCE

PRACTICE. LEARN.  
ITERATE.

Motivated &  
Excited

Mimic the **real** job function.

MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANIDATE  
EXPERIENCE

PRACTICE. LEARN.  
ITERATE.

Motivated &  
Excited

Pivot on anonymized  
**work sample tests.**

MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANIDATE  
EXPERIENCE

PRACTICE. LEARN.  
ITERATE.

Motivated &  
Excited

Rubrics Differentiating **Bad** from  
**Good** from **Great**.



MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANIDATE  
EXPERIENCE

PRACTICE. LEARN.  
ITERATE.

Motivated &  
Excited

Focus on **Team Values.**

MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANIDATE  
EXPERIENCE

PRACTICE. LEARN.  
ITERATE.

Motivated &  
Excited

Hire **Bar Raisers** Only.

MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANDIDATE  
EXPERIENCE

PRACTICE. LEARN.  
ITERATE.

Motivated &  
Excited

Great Candidate **Experience.**

MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANDIDATE  
EXPERIENCE

PRACTICE.  
LEARN. ITERATE.

Motivated &  
Excited

Practice. Learn. Iterate.

There is One More Critical  
Step!

MIMIC JOB

SAMPLE TESTS

RUBRICS

TEAM VALUES

BAR RAISERS

CANDIDATE  
EXPERIENCE

PRACTICE.  
LEARN. ITERATE.

Motivated &  
Excited

Keep Engineers **Motivated**  
and **Excited.**



Remember!  
**Engineers Attract Engineers.**



Thank You

@saurabhksinghal