



So you got an interview with Seer...

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Here's the Scoop: How we hire, What to expect, & How to prepare

First and foremost, Congrats! We're super excited to explore this opportunity together. The growth and success of Seer depends on meeting great new people (like you!) to help us do more of the work we love.

We'll admit it-- we're a picky bunch. And we hope you are too! This is an important relationship and we want to make sure it's a great fit on both sides. We pride ourselves on being communicative and transparent with everyone who expresses interest in joining our team. That means we're happy to share feedback and unpack how we arrive at each decision along the way.

We know interviewing can be stressful, but we've got your back. To help relieve some of the interview jitters, we're removing the uncertainty of not knowing what to expect from the interview. We want to meet the real you, in all your greatness. To make sure you're able to focus your efforts there, we're spilling the deets on how we hire, how to best prepare, and everything in between.

How we hire

WHAT WE'RE LOOKING FOR

There's no one *fit* for Seer. We're always looking for people who bring fresh perspectives and experiences that are different from our own. If you've been searching for a place with [ETHIC](#), if you're seeking colleagues who are passionate, data-driven, and eager to take on fresh challenges as a team, then you've got nothing to worry about. You're just what we're looking for.

What to expect

THE HIRING PROCESS

At Seer, we use structured interviews to ensure objectivity and consistency in our hiring. We follow the same interview structure paired with a set of predetermined questions for each unique role. This allows us to remove bias and interview against the same performance metrics we use internally.

Below we've outlined our standard interview process at Seer. Check it out for more info on what's to come. Keep in mind, there may be some customization where needed across division and role level. Between each round, we gather feedback and determine next steps.

STEP 1: RECRUITER INTERVIEW (:30-45 VIA ZOOM, PHONE/VIDEO)

Though the Recruiter you chat with won't be a practitioner, they know all about what makes a great one here at Seer. They will unpack "must haves" while searching for alignment with Seer's values.

STEP 2: FIRST ROUND INTERVIEW (:60 VIA ZOOM, VIDEO)

Get ready to dig a bit deeper with one of our Team Leads! Our TLs know the in's and out's of all positions within their division. They will dive into your technical chops and the softer skills you bring to the table. Our TLs are a wealth of information if you bring the right questions.

STEP 3: PANEL INTERVIEW (:60 ZOOM, VIDEO)

This will take place virtually. Our panel interview kicks off with a panel presentation (panel exercise prepared in advance) to showcase your chops in real time, then an open Q&A with the team.



WHAT TO WEAR

If you couldn't tell, we're a pretty casual bunch. That said, when clients are involved, we clean up nice. Treat your interview attire like a client call. No need to break out the three-piece suit, but you get the idea.

PANEL PRESENTATIONS

Here at Seer, we're big believers in leveraging exercises, presentations, and role play to predict success in a role. This will give you the opportunity to get some hands-on experience digging into certain aspects of the position you're exploring before you step into the position. Win, win!

Each role has its own unique exercise that has been created by divisional leaders to best predict success in that position. Your Recruiter will provide more detailed information on what this looks like and what to expect based on the specific opportunity you're exploring.

HOW LONG WILL THE HIRING PROCESS TAKE?

On average you'll have a decision 1-2 weeks after your initial Recruiter call. Sometimes we're able to move at *lightning speed*, sometimes the hiring process takes a bit longer. Either way, your Recruiter will set the pace and keep you in the loop every step of the way. If you ever feel out of touch with our timeline, say something! We're big on transparency here and happy to share all we know.

WHAT IF I'M EXPLORING OTHER OPPORTUNITIES?

We believe the interview process is a two-way street and transparency on both ends is imperative. If you're exploring other opportunities, let us know! No, we aren't just being nosy. We want to be able to expedite the interview process to accommodate any other roles or offers you have in the mix. This way, when the time comes to receive an offer, you can weigh your options side-by-side and make an informed decision.

We want you to find the best fit, whether that means you'll be joining our team or not, and not feel compelled to take the first offer you receive. We're happy to help you weigh the pros and cons and provide tools like our [compensation calculator](#) to help inform your decision.

How to prepare

HELPFUL RESOURCES

The more you know the better. Not just because you'll feel super prepared for your interview, but how else will you know if Seer's *the one*. Doing your research will help you bring thoughtful questions so you're 100% clear on how things work at Seer. Not sure where to begin? Start here--

- [About Us](#), [Our Services](#), [Case Studies](#), and [Seer Labs](#)
- Seer [Blog](#) & [YouTube](#) content
- Social Media: [Twitter](#), [Facebook](#), [LinkedIn](#), [Instagram](#), [YouTube](#)



You made it! Now what

THE DECISION-MAKING PROCESS

Our growth is driven by new business, internal promotions, and team turnover. While we'll always be respectful of your time, the sense of urgency and overall pace of the hiring process are largely dictated by those variables. All three of which also impact the speed at which we're able to extend an offer.

We promise to keep you updated along the way, but if you have any questions, don't hesitate to reach out to your recruiter. We never want you to feel like you're out of the loop.

YOUR OFFER

When we're ready to extend an offer, you'll be the first to hear about it. The People Team will send you an email to share the great news and set up a call to talk through the offer, benefits, and hash out all the details. Candidates typically have 2-3 days to think it through and make a decision. (Don't forget to check out our work on [compensation strategy](#), [becoming a remote-first team](#), and [gender pay gap analysis](#)!)

The intent isn't to rush you into accepting the offer (we get it-- huge life-decision!), but rather allow us to move forward with any other candidates in consideration, should you choose to decline. Trust us-- we know all too well that awesome people like you don't stay on the job market long.

As you're mulling it over, don't forget we're always here to answer any questions that arise. No question is too small or silly if it helps you feel more informed and grounded in your decision.

OKAY, BUT WHAT IF...

You ACCEPT! (YAY!)

We celebrate. You celebrate. Welcome to the team :)

You take another offer.

Of course, we're bummed. But we're also super excited for you and can't wait to hear about all the awesome things you continue to accomplish. Hopefully, we can keep in touch along the way.

As we part ways, we'd love your transparency (you guessed it), even in declining our offer. We strive for continuous improvement, which includes understanding what's important to talented folks like yourself. Any insight you can shed on what was most influential in your decision and/or what we could have done better is hugely appreciated. In fact, it's also instrumental in our ability to do better and be better next time. And that's what it's all about, right?

You didn't get the offer.

If you don't get an offer, we promise not to leave you wondering why. We know that receiving open, honest feedback is the catalyst for growth. (Which is why we'd like your feedback too!) We always encourage people to make improvements in the identified areas and come back to show us progress. We love the follow through, and you never know-- Sometimes the second time's a charm!