Interview Process (3 Stage)

Stage 01: General Interview

- An initial discussion to assess your background, overall suitability, and communication skills.
- Strong preparation is expected as this stage determines your eligibility to move forward.
- Please be prepared to discuss specific commercial projects you have built for clients after earning your degree in Software Engineering or related field.
- Avoid vague or generic responses — detailed explanations of your practical contributions, architectural decisions, challenges faced, and how you solved them will be critical for success.

Stage 02: Technical Interview

A detailed technical discussion led by the Tech Lead in the Australian Team. The focus will be on advanced concepts in frontend and backend development, with particular emphasis on the following technologies:

- React.js
- Express.js
- Flutter
- Next.js
- Other related frontend/backend frameworks (i.e. wordpress, php frameworks) along with database technologies and tools you are experienced with.

Bonus Skills (Proficiency in Golang will be a Significant Advantage)

In addition to the core requirements, candidates with expertise in the following will have a strong competitive edge:

- **Proficiency in Go (Golang):** Hands-on experience in building scalable, high-performance applications using Go.
- **Advanced Go Concepts:** Deep understanding of concurrency (goroutines, channels), memory management, error handling patterns, and Go's standard library.
- **Microservices & APIs in Go:** Experience designing and implementing RESTful or gRPC-based services in Go.
- **Cloud & Containerization with Go:** Exposure to using Go within Docker, Kubernetes, or cloud-native environments.
- **Performance Optimization:** Practical knowledge in profiling, benchmarking, and optimizing Go applications for production environments.
- **Open Source Contributions (Optional):** Demonstrated involvement in Go-related open source projects will be considered a plus.

Stage 03: Technical Assignment

- Candidates who successfully clear the technical interview will be given a hands-on assignment.
- This assignment will test your ability to apply both frontend and backend concepts at an advanced level. Upon completion, you will advance to a comprehensive face-to-face interview to review your work.
- Use of GenAI in this assignment is **strictly prohibited.**