



Summer Java Internship

We're rooting for you to join our team. Here's a short guide on how to plan and prepare for a successful application.

0.

Cover the basics.

As you've already probably guessed, throughout the entire recruitment process we will be communicating with you in English. English is also the official language you will be using if you join our team.

As a participant of the Summer Java Internship you are under no obligation to stay with us after the program ends. You will be offered a Junior position if we're satisfied with your performance, but if for whatever reason you choose to move on, there will be no hard feelings.

Just keep in mind that in order to apply for the internship in the first place, you need to have:

- the capacity to work with us full time for the entire duration of the program,
- a valid work permit if you're not a Polish resident,
- passed the age of 18.

1.

Show off your skills at the online test.

Duration: 125 minutes

Feedback: within 48 hours

The online test is the first stage in our recruitment process. It's a timeboxed Java Developer test run via the [DevSkiller screening platform](#).

Shortly after your initial application for the position at Spartez we will send you an email with your personal link to the online test. The email will also feature a link to a comprehensive manual on how the test is structured and what type of exercises you can expect to come across. As for the test itself, it consists of 3 technical tasks. You will not be able to pause the test once you start, it all has to be done in one go.

Tip from the duck:

The results of the test are not reviewed by a robot, they are thoroughly analysed by members of our team. We will be looking for some “must haves”, that simply have to be featured in your answers in order for you to pass, and a few “nice to haves”, which definitely will act in your favor if you manage to get them in too.



2.

Talk to us at the Technical Interview.

The second stage of our process is where we will want to test both your coding practice and your theoretical background, hence the two parts described further on.

For this step we will invite you to a video conference using Zoom, a popular online communication tool which enables screen sharing and, effectively, the simulation of a pair programming session. Make sure you download the Zoom app onto your computer and test it before your Technical Interview. You will be meeting with a single interviewer, one of our Software Engineers.

PART A

Live Coding Session

Duration: 30 minutes

Feedback: immediate

Prior to the Live Coding Session, you will receive an email with a code package, something along the lines of a 'beta version'. Once we connect for the online interview, you will receive a second code package and a task that you will be asked to complete based on these resources. This will not be something imaginary; the task will replicate a real life scenario that has actually happened in the past.

PART B

Theoretical Interview

Duration: 30 minutes

Feedback: immediate

This is the part of the interview where you can expect text book questions. Java, ecosystem, databases, communication protocols, web applications - these are the sort of topics that the interviewer will be wanting to investigate your knowledge on.

Tip from the duck:

Share your thoughts and deductions with the interviewer as you go through the Live Coding Session. Our Software Engineer is there not only to watch you work, but also to help you if you get stuck. We want to understand how you think and act, so feel free to actively search for solutions or use any available resources to arrive at the required result. The ability to look for existing fixes and apply shortcuts will be counted to your advantage.

As for the Theoretical Interview, there really aren't any workarounds: you need to master your basics and marshall all of your academic background in order to pass this stage.



3.

Impress us at the Final Interview.

Duration: 60 minutes

Feedback: immediate

Before you make it to the finish line, two of our Senior Software Engineers and/or Team Leaders will want to meet you in person. Our goal at this stage is to learn more about your motivation and approach to software development in general.

We will be looking to discover what drives you, how you go about diagnosing issues and implementing solutions, whether you truly are an engineer at heart. We will also be evaluating your habits and personality against our company culture and values.

Tip from the duck:

We're looking for people with initiative, who don't shy away from challenges. If you're a sworn teamplayer, someone who likes to get engaged and has a passion for software, do let it show! If you are or have been engaged in awesome projects, cultivate interesting hobbies or have managed to accomplish something impressive, do tell!



**Good
luck!**

