

WHAT TO EXPECT

Interviewing with the RxSS Engineering Team



We're all about transparency here at Rx Savings Solutions. Giving people the information, they need to make informed decisions that can better their lives.

So, it should come as no surprise that we want to be transparent about the interview process our Engineering team uses to find the best talent out there. As you'll see, this process is about making sure every candidate knows that RxSS is the right fit for them—and vice versa.

HERE'S WHAT TO EXPECT



Pre-Screenings

You'll have a casual 20- 30-minute conversation with a member of our Human Resources (HR) team. They will get to know YOU better by asking questions such as:

- What are you looking for in your next opportunity?
- What interests you about a career with our company?
- What key contributions have you made on your current projects?

They will also share more about our company culture and mission, and why we LOVE working for a company that helps people stay healthy.

Pro-Tip: Ask them about our fun employee events!



Code Assessments

Mid- & Senior-Level Roles

- Those who move to the next step will be asked to complete a code assessment through CodeSignal.
- The Engineering team will discuss your assessment during an interview to get a better understanding of your technical skill level.
- No need to stress about a specific language, as we allow you to choose the language for your assessment. We're more interested in your logical thinking/problem solving skills rather than a specific tech stack.

Associate and Intern Roles

- You may be asked to complete a code assessment after submitting an application, so be on the lookout for any updates.
- If the Engineering team sees a possible fit for a current opening, you will receive an invite for a Pre-screening (see above).

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Round 1 Interview

Typically held with the Hiring Manager and a few awesome Software Engineers, this interview consists of the following:

- **Technical Discussion** – We'll often discuss the results of your Code Assessment. And while you won't be required to write code during an interview, we do like to get a sense of how well you know object-oriented programming. We'll come prepared to answer any questions you have about our products and applications.
- **Company Culture & Fit** – We'll ask questions and answer any you may have about the company, as well as the team you'd be working with. Be prepared to talk about your favorite foods, video games, movies and anything else that you're passionate about.



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Round 2 Interview

Candidates typically meet a leader from our Engineering team (Vice President or Director of Engineering), as well as our HR Director.

- **Engineering Leadership** – We'll talk more about your technical skills and the dynamics of our great Engineering team.
- **HR Director** – Learn even more about our company culture and how it might be a good fit for you. Ask about our amazing benefits and anything else that comes to mind.



Last Steps

We appreciate all the time candidates invest in this process. After all rounds of interviews are completed, we try to contact candidates within 5-7 business days with a decision (and next steps). Depending what stage of the interview process we are in, it may take a bit longer before candidates receive a response.

Reminder: Depending on your email security, emails may land in a candidate's junk/spam email boxes. Please be sure to check periodically during the application and interview process.

