Club OS

INTERVIEWING @ CLUB OS

This guide is intended to add clarity to the role & responsibilities of a Software Engineer at Club OS. It will also give a clear overview of the recruitment process and help you best prepare for your upcoming interviews. If you have any questions, please don't hesitate to get in touch.

ABOUT US

THE PEOPLE

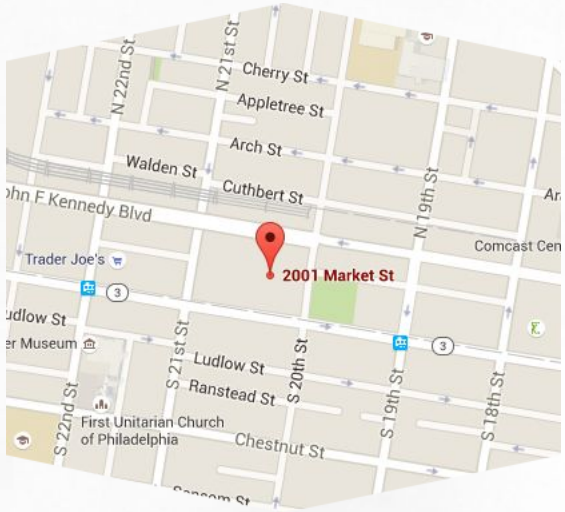
At Club OS, we hire smart, passionate people and empower them to think big and act on opportunities from the day they come on board. When we're not working, you'll usually find us discussing general tech topics and thinking of new ways that will help us achieve 10x capability in our systems. It is quite common to hear us discuss papers, presentations, blogs, etc. that have helped large companies such as Netflix, Amazon, and Google scale their products to serve millions of users.

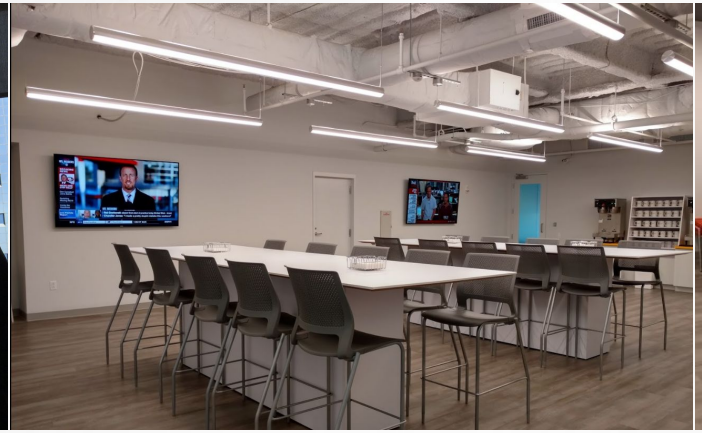
THE PRODUCT

At Club OS, we make products that help salespeople, personal trainers, managers and owners of fitness clubs run their business operations more efficiently, enabling them to provide the best customer experience possible at their gyms. In its infancy, Club OS was simply a workout and meal tracking application to help people achieve their fitness goals. The platform has since evolved into a full blown sales tool that manages contacts, marketing campaigns, sales flow manager, PT service creator and sales manager (inventory, payroll, etc.) which is helping 1000+ gyms create their own unique sales experience for their members.

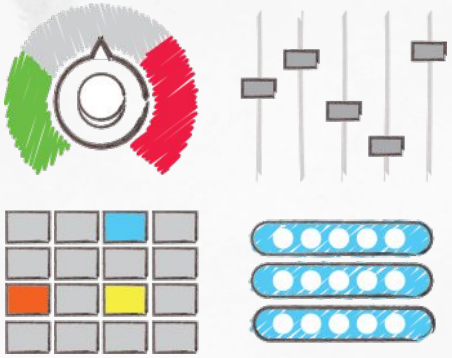
THE OFFICE

Our founder started Club OS in his apartment seven years ago. Since then, the company has expanded to 30+ employees, with offices in Philadelphia, PA and Austin, TX. The Club OS engineering team resides in Center City Philadelphia; the heart of America's 5th biggest city. We've created an engineering culture that is uncommon among East Coast companies. Whiteboarding sessions, tech discussions, group meetings, and of course, hardcore development is part of the standard workday. We also enjoy team lunches, happy hours, and perks (coffee, beer and snacks) provided by our current co-working space.





LIFE AT CLUB OS



THE ROLE & RESPONSIBILITIES

As a software engineer you will tackle the complexities of creating a highly configurable CRM while balancing scalability. You will be responsible for the creation of new features, continuous improvement of the codebase, and the overall health of the product. You will help build and develop a massively distributed, fault-tolerant software system that encompasses all services of our product, and help create the coding environment you've always wanted!

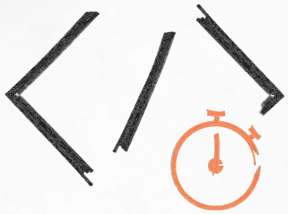
A CLUB OS ENGINEER'S PERSPECTIVE

"I completed my bachelors, masters, and most of a PhD *smiles* degree from Rutgers University. I'm currently working on revamping our reporting framework, and helping with overall refactoring in the codebase. The goal of these projects is to provide timely data for all the users of our system. The thing I enjoy the most about working on these projects is our customers, they keep improving my engineering skills as their requests become more and more sophisticated. Our current reporting system is handling about 120k update requests per hour while handling another 300k read requests for our real-time KPI dashboard."

HOW WE HIRE

All Club OS engineers go through the same process. This consistent approach allows us, and you, the opportunity to see where you excel as an engineer. Our process is designed to be as thorough as possible, which means things may take longer or have a few more steps than you are used to. Please be patient with us! Your recruiter will be your partner and advocate in the process, and will be the point of contact to stay up to date with your candidacy.

THE PROCESS

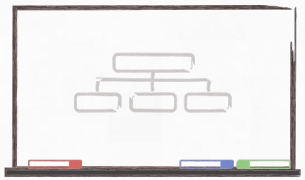


CODE CHALLENGE

1 x 60 min emailed code challenge. You will be asked to solve one algorithmic problem which you will email back to us to be reviewed for correctness.

PHONE INTERVIEW

1 x 45 min interview with a Club OS engineer. Basic technical questions will be asked about the Java language, databases and any extra experience outside of programming.



ON SITE INTERVIEWS

Up to 3 x 60 min interviews. You will use a whiteboard to work solve algorithm and design questions. If time permits, we will also have a tour of our office or spend additional time meeting with the team.

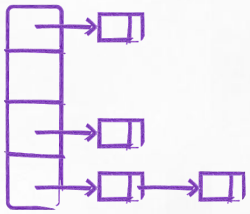
COMMITTEE REVIEW & OFFER

The group of engineers that interviewed you will review all the feedback from each interview. If they decide you will meet the standard of what is “good for Club OS”, we will make you an offer and confirm in writing. We will also talk to you about possible start dates and how to prepare yourself to work at Club OS!

TECHNICAL PREPARATION - SOFTWARE ENGINEER

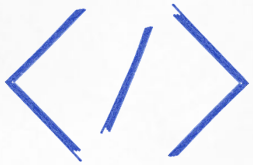
GENERAL

Our interview process does not just evaluate your technical skill, but how you approach and solve problems. Engage in conversation by asking questions which will help you determine the exact scope of the task at hand. Always demonstrate your core programing strengths when programing, be it testing, refactoring, algorithm design, etc.



DATA STRUCTURES

Study many structures and data storage types (relational database, NoSQL databases, etc). You will also be required to know trees, hash tables, stacks, arrays, linked lists, priority queues and identity when they are appropriate.



CODING

We care deeply about our code base so you are expected to know how to test, create an API, address edge cases, and understand Big-O complexity and runtime characteristics (e.g memory) of your solutions.

DESIGN PATTERNS

To create a healthy code base, we must always find ways to write elegant and reusable code. Study up on the most commonly used design patterns such as decorator, factory, singleton, and observer.

REFACTORING

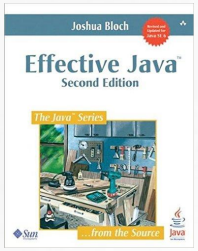
In order to constantly keep up with the demands of our customers, we must be able to work with our existing codebase. To meet this goal you must be able to take code that would seem untestable and change it into something that follows SOLID principles.

SYSTEM DESIGN

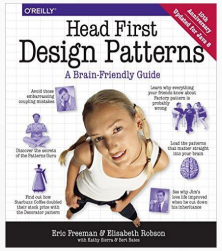
One of our key strengths as we grow is to be able to create systems that can handle exponentially growing demands. To achieve this, we constantly read about the latest techniques used by Amazon, Google, Netflix and others. You will be expected to keep up to date in this specific field.

RECOMMENDED BY OUR ENGINEERS

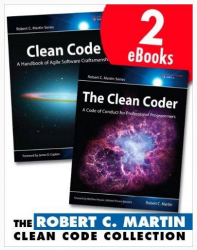
BOOKS



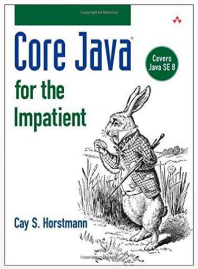
[Effective Java by Joshua Bloch]



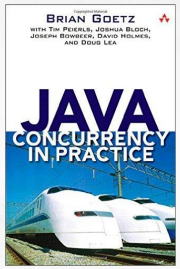
[Head First Design Patterns by Eric Freeman]



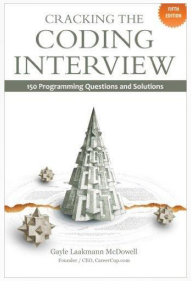
[Clean Code by Robert C. Martin]



[Core Java for the Impatient by Cay S. Horstmann]



[Java Concurrency in Practice by Brian Goetz]



[Cracking the Coding Interview]

ONLINE RESOURCES

[The Clean Code Talks -- Inheritance, Polymorphism, & Testing]

Clean java code example: [FitNesse]

Large scale system design feeds: [Twitter], [Netflix], [Computer Science]

[Decoupling with Design Patterns]