Preparing for an Interview with **D. E. Shaw India**

D E Shaw & Co

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At D. E. Shaw India, we devote care and attention to identifying, recruiting, and supporting world-class talent.

We recognize that finding the right place for your next career step can be time consuming, if not all consuming. So that you can put your best foot forward, we want to help you understand our firm, how you can contribute to its future, and how it can contribute to yours.

This guide is designed to help candidates better prepare for conversations with us. It discusses what we're looking for, how to prepare, and the kinds of questions we might ask. It doesn't cover everything you might encounter during an interview process and is meant to supplement your own research and preparation.

We hope you find the following information helpful as you prepare to meet with us.

WHAT WE'RE LOOKING FOR

Our interviews give us an opportunity to get to know you and provide you an opportunity to learn more about us. We're looking for people who:

- **Uphold high standards:** We want to understand how you uphold high standards. What practices do you follow to ensure you treat colleagues and peers with respect and professionalism? How have you handled ethical decision-making in the past?
- **Analyze rigorously:** We're eager to hear what you've learned from your experiences. What would you do differently in retrospect? How could you have improved an outcome? What questions would you tackle next? We're interested in the thinking that guided your approach and how you assessed the result.
- **Communicate clearly and concisely:** Details and enthusiasm make for great answers, but only if they make sense in the context of the questions asked. Remember the essence of what you're trying to communicate. Pause and organize your thoughts to structure your answers. Recap the problem you were trying to solve before explaining how you approached it.
- **Thrive on collaboration:** We often work in groups, small and large, so we care about your contributions as a member of a team. How have you learned from and shared your insights with others? How have you tackled challenging projects with peers? What role(s) do you most enjoy as part of a group?
- **Demonstrate intellectual curiosity:** Whether it's your research, jobs or internships, past projects, classes, extracurriculars, or something else altogether, we want to hear about your passions, areas of expertise, and what motivates you.

GETTING READY FOR YOUR INTERVIEW

We want to get to know you—your experiences, interests, and, most importantly, how you think about and approach problems. Before speaking with us, consider how you might:

- **Tell your story:** Your experience is more than a series of bullet points on a resume. What have been your motivations, ambitions, and thinking at key moments in your education or career? What drives you? How has your approach to work evolved? We're also curious to learn things beyond your resume, like accomplishments outside of work or school, or additional fields of interest.
- **Dig deep into your experiences:** Be prepared to explore the details behind the jobs, activities, and projects on your resume (without disclosing anything confidential, of course). What were their challenges, and how did you learn from them? How did you work with teammates to achieve your goals? What was the thought process behind your work?
- **Ask us questions:** An interview is a two-way street, and we encourage you to use the time to learn more about us. Ask us questions that can help you make decisions about your next career steps, assess how working with us might address things you find important, and reveal the depth of your curiosity.

Tip: One way to help effectively communicate your ideas, experiences, and what interests you about our firm is to practice telling your story out loud and verbally responding to potential questions. You can ask a friend, career counselor, or recruiter to be your audience, or just use a mirror or video camera.

Here are some more tips to keep in mind before your interview:

- Wear what makes you feel comfortable. We don't have a dress code at the firm.
- For an in-person interview, arrive at the location at least 15 minutes before your interview is scheduled to begin.
- For virtual interviews, try to make sure you:
  - Test your setup beforehand to check your internet connection and audio/video connectivity. If you have technical issues, don't hesitate to inform your interviewer.
  - Use earphones/headphones to create a quiet environment and avoid any external noise.
- Consider having something on hand to take notes during your conversations.

WHAT WE MIGHT ASK YOU

Types of Interview Questions: We're curious to see how you process new information and approach challenging problems, not simply whether you arrive at a "correct" answer, know a particular mathematical technique, or are fluent in a specific programming language.

Depending on the role, you can expect a range of questions on your domain experience **(technical questions)**, past experiences **(behavioral questions)**, hypothetical situations or in-depth prompts related to your work with us **(situational questions)**, problems that demonstrate your capacity for analytical thinking **(analytical questions)**, and prompts based on real-world examples **(case studies)**.

We've included a few examples of different question types in the table below.

For certain roles, you may be expected to respond to case study questions based on real-world situations that ask how you might tackle a specific problem or challenge. A case study may include a discussion with an interviewer, a written response, or an exercise similar to work one might do in the role. We use case studies to learn about how you process new information, weigh which data are most important, assess the pros and cons of different approaches, and justify and present your recommendations.

Technical	Behavioral	Situational
These questions test your domain-specific knowledge and depth of expertise.	These questions look at how you have handled challenges and collaborated with others in the past.	These questions evaluate how you might handle a potential scenario, including the reasoning and thought process behind your actions.
• What programming languages do you use regularly in your work? • How do you use data in crafting and implementing effective talent management strategies?	• How has your approach to solving a specific problem evolved with more experience or new information? • When have you collaborated with a team to achieve goals?	• What would you do if you were working on a project and weren't sure about the next steps? • Imagine that you need to make a decision that isn't clear-cut. How would you weigh the pros and cons?

Having the following in mind can be useful as you respond to case study prompts or analytical questions:

- **Do you understand the question?** Before diving in, make sure you know what you're being asked. If you're not certain, feel free to ask for clarification (we do this routinely in our day-to-day work). As you move forward with your response, check in with your interviewer to see if they're following your thought process.
- **How do you want to approach solving the problem?** As you organize your thoughts, consider the structure you'd want to follow as you work. Think about any follow-up questions you'd like to ask your interviewer.
- **What are your assumptions?** Be aware of any assumptions you're making, and share these with your interviewer to help them follow your thinking.
- **What potential solutions have you identified?** Be sure your potential solutions directly address the problem. Do you have a systematic way to identify the best solution? If so, how are you assessing the pros, cons, and trade-offs of that solution relative to other possible approaches?
- **How are your solutions supported?** As applicable, check that your answer is supported by your quantitative and/or qualitative analysis. Are you providing a rationale for why a certain solution is best? How would other information change your assessment?
- **What would your next steps be?** Showing your interviewer that you can grasp the broader context and can offer insights into the implications of your analysis separates a great answer from a good one. Can you think of additional risks and next steps?

Tip: Keep similar principles in mind when responding to behavioral and situational prompts—"show your work" by accounting for any assumptions you're making, and sharing the information you're using (or that you'd seek) to inform your approach.

Most interviews for technology roles consist of technical and domain-specific questions.

Interviewing for Technical Roles

- **Front Office Technology ("FO Tech"):** Our FO Tech group builds comprehensive technology solutions for the D. E. Shaw group's trading strategies in collaboration with global counterparts. Interviews for FO Tech roles evaluate your technical expertise in areas such as system design and architecture, programming competencies, and project and product management.

- **Quality and Test Engineering ("QTE"):** Our QTE group collaborates with technology teams across the firm to ensure overall product quality, including usability, performance, and stability. Members of QTE focus on developing test strategies and designs, engineering test automation, and building and maintaining test infrastructure. Interviews for QTE roles assess your ability to design tests, debugging skills, problem solving using data structures, and knowledge of testability, performance, and scalability.

- **Systems:** Our Systems group builds and maintains the D. E. Shaw group's technological infrastructure. Members of this team design tools and self-service applications, help manage the firm's state-of-the-art data centers, provide helpdesk support, and secure our technical environment. Interviews for Systems roles assess your computer science and programming competencies, which could include computational processes, distributed systems, and technical problem-solving abilities.

Most interviews for non-technical roles consist of behavioral and domain-specific questions.

Interviewing for Non-Technical Roles

- **Financial Research ("FinRes"):** Our FinRes group works closely with global investment teams to aid investment decision-making processes and provide support through fundamental research, financial modeling, and data analysis. Interviews for FinRes roles assess your domain expertise, investment aptitude, and communication and organizational capabilities.
- **Financial Operations ("FinOp"):** Our FinOp group's core responsibilities include fund management and company accounting, management reporting, profit and loss monitoring, tax planning and operations, compliance, and investor relations. Interviews for FinOp roles assess your domain expertise, analytical skills, and communication and project management capabilities.
- **Corporate Functions:** Members of Corporate Functions are part of our Administration and Facilities, Human Capital, and Legal & Compliance groups, among others. Interviews for roles in these groups may assess a variety of skills depending on the role, including your domain-specific knowledge, ability to communicate clearly, project and stakeholder management skills, and problem-solving approach.

AFTER AN INTERVIEW

The typical stages of a successful hiring process include an application review and multiple interview rounds, which may be virtual or in-person. Depending on the role for which you are interviewing, you may also be expected to complete a case study and/or meet with your potential future global office counterparts.

We don't take shortcuts when it comes to recruiting and developing extraordinary talent, so our hiring process might take several weeks. We'll do our best to keep you updated, but don't hesitate to reach out to your recruiter or write to **recruiting.india@deshaw.com** if you have any questions.

For more information on our firm, please visit our **website** and follow us on **LinkedIn**.

Good luck with your interview!

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