

# What does it take to get a job at Google™

← Google receives over one million resumes per year. →

Google reviews every resume it receives.

Of those, they hire between 4,000 & 6,000

**.01% ↔ .04%**

## THE PROCESS

## OF GETTING HIRED AT GOOGLE



**1 Recruiter Screen**  
The recruiter screens every resume for technical requirements, education, & experience to make sure there is a potential fit.



**2 Phone Screen**  
A recruiter will contact you, explain the process, and let you know what to expect. The recruiter may ask for your SAT scores and college GPA, if this is a technical engineering role.



**3 On Site Interview**  
The first on site interview will be with four or five people for 45 minutes each. If this is a technical role you will be asked to solve technical problems in real time, which may include coding a solution or white-boarding a design. You may also be asked some questions like "How many golf balls can fit in a school bus?" or "There are 8 balls. Seven of them weigh the same, but one is heavier. Using a balance scale, how do you find the heavier ball with just two weighings?"



**4 Interview Feedback**  
Every interviewer submits their feedback in a standard format about the candidate and assigns a numerical ranking to the candidate. A search is done to match the candidates resume to employees resumes to find matches for schools or companies for the years specified. An email is sent to the Google employee asking their opinion on the candidate.



**5 Hiring Committee**  
The committee consists of senior managers and directors, and experienced employees from this domain. They see all the potential candidates for all open jobs in this area so they have a very good feeling for the required capabilities and availability of highly qualified people. The committee reviews every piece of feedback as well as the resume and work experience.



**6 Executive Review**  
Senior level management reviews every offer.



**7 Compensation Committee**  
As you might expect the compensation committee determines the appropriate total compensation for the offer.



**8 Final Executive Review**  
Yes, it is true, one of the top execs looks at all employment offers before they are extended to the candidate.



**9 The Offer**  
The recruiter will notify you of an offer, and will explain all the details of the offer. Google offers are very competitive, some might say generous, and very thorough. Google wants you to be happy, motivated, and totally focused.

IN THE PAST  
**Google™**

has used up to **29** interviews before granting an offer.

THEIR OPTIMIZED SYSTEM has lowered it to around

**4 to 9** interviews

SOURCE: STEPHEN LEVY BOOK "IN THE PLEX"

● Hiring decisions are made by hiring committees. This means that no single hiring manager can make a potentially bad decision by themselves.

**Google™**

is more focused on hiring for talent rather than focusing on specific skill sets.

### Examples of Google's Crazy Interview Questions

- How many golf balls can fit in a school bus?
- How much should you charge to wash all the windows in Seattle?
- How many piano tuners are there in the entire world?
- Why are manhole covers round?
- Design an evacuation plan for San Francisco
- How many times a day does a clock's hands overlap?
- A man pushed his car to a hotel and lost his fortune. What happened?

### 25% Workforce Increase

In 2011, Google plans on hiring more than 6,200 workers.

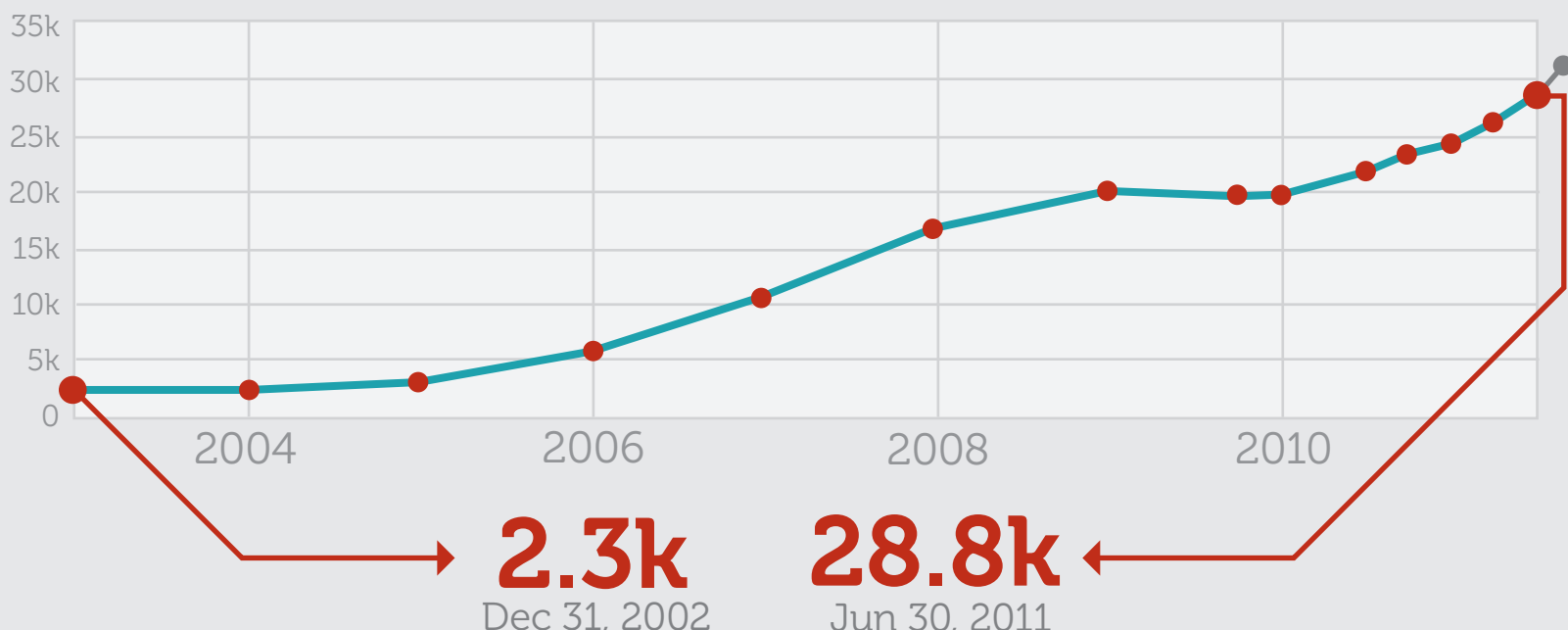
Google has more than 60 offices in 30 countries.

Even if Google increases its workforce by 25% to 31,000

employees, they will still be at 35% the size of

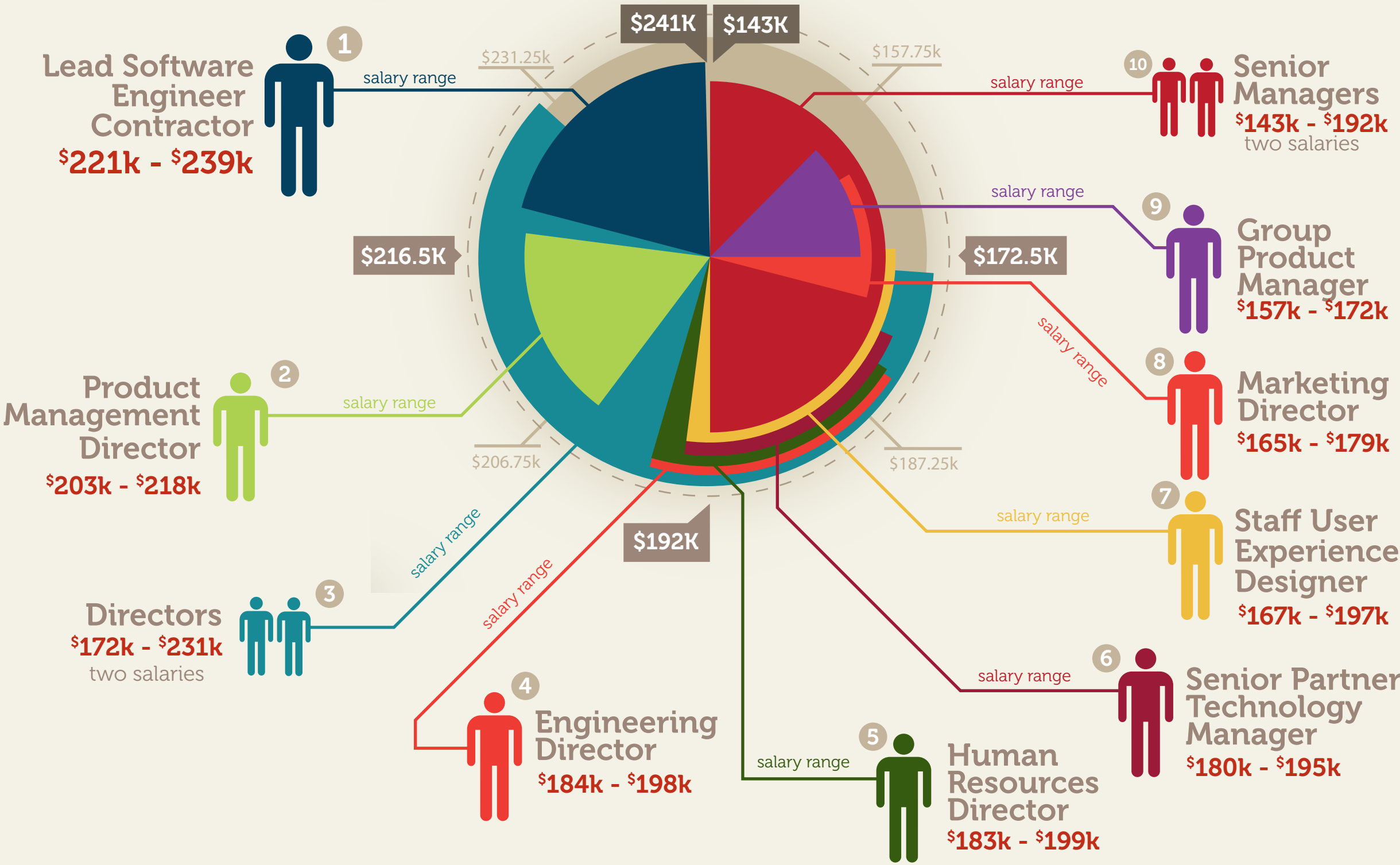


**Google™**  
employees growth over the Last 10 Years



## top 10 salaries at Google™

RANGE FROM \$143,000 TO \$241,000 PER YEAR.



Scan the QR Code to join our Facebook community.

or Google us:

"Jobvine"



Sources:  
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