



Interviewing @ Mvix

This guide was created to give you insight into the interview process at Mvix. If we did our jobs right, it will help you prep for every interview you have going forward, not just at Mvix.

The Basics

On average, it takes about two to three weeks from the first conversation to an offer. Our people are what make us great, so we take the process pretty seriously, while also respecting that you have limited time. Hopefully, you leave knowing more about yourself than when you started.

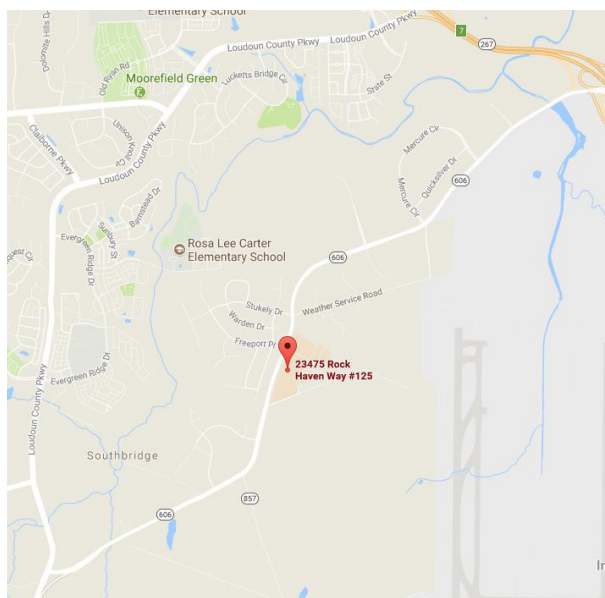
Before Your Visit

Office Location: We are headquartered in Sterling, VA. 99% of our interviews take place at our headquarters located at:

23475 Rock Haven Way, Suite 125,
Sterling, VA 20166.

Remote interviews: We conduct both remote and in-person interviews.

What To Wear to the Interview: To be on the safe side, you should go business casual, but you may see some Mvix team-members wear jeans and sneakers regularly.



Interview

Once you pass the phone screen, you will be invited for an interview. We have a two-part interview process:

- Prior to the start of the interview, you will receive a **work sample/challenge** i.e. a short test. We are primarily interested in evaluating your skills and job readiness. The test is specific to the role e.g. an SEO test for a marketing interview.
- We'll then have a **functional interview** to assess how your experience, capabilities, and skills match the role. Functional interviews are conducted by the Mvix team-members with whom you'd work on a daily basis.

Ask Us Tough Questions Too! Use your interview as a chance to get to know us. Get as much info as possible about our business, our work, our people, and our values while you're here.

Preparing For Your Interviews

Review notes from any prior calls and research the company. Take time to learn about our mission, industry, customers, products, culture, values, teams, and partners.

You can find publicly available case studies and press about our company [on our website](#). You can also get a behind-the-scenes look at our team and the office on Twitter ([@MvixCareers](#)).

Feel free to look up your interviewers on [LinkedIn](#).

You can also check out Mvix on [Glassdoor](#) for a glimpse on what it's like to be a Mvix team-member.

Again, come prepared with your questions!

During Your Visit

When You Arrive: Ring our doorbell. Arrive 15-20 minutes early so you have plenty of time to check-in, take the test, and grab water.

Hungry? What's ours is yours! Our office is stocked with healthy snacks and beverages. We want you to make yourself at home when you visit, and if you would like something, just help yourself!

Staying Connected: Our office is equipped with Wi-Fi. If you need the password, just ask. We know that many of you take time away from your current jobs to interview with us, so if you need to take a call while you're on-site, let us know.

After Your Visit

Feel free to follow up and let us know your thoughts on the interview and the role. If you're a good fit, an Mvix manager will follow-up to discuss next steps. We try to move as quickly as possible and keep you in the loop every step of the way.

Remember to tell us about your experience! We thrive on feedback and learning. After all, one of our three core values is remaining relevant (the other two being taking initiative and having fun). Visit our [Glassdoor](#) profile to leave an interview review.

Refer a friend! We're a company in an exciting phase of hyper-growth. We're always looking for people who share our passions and push our thinking. If you have friends or colleagues who might be a fit for a role at Mvix, let us know!

Still Have Questions?

If you have additional questions about your interviews, please contact your hiring manager.

OUR HIRING PROCESS

REVIEW

Applications are personally read by our team who are both experts in interpreting resumes and are familiar with our jobs within a talent segment—not just the one you applied for.

Review notes from any prior calls and research the company. Take time to learn about our mission, products, values, and teams.

OFFER

After your visit, feel free to follow up and let us know your thoughts on the interview and the role. As much as we want the company to grow - we also want you to grow!

If you're a good fit, an Mvix manager will follow-up to discuss next steps. We try to move as quickly as possible and keep you in the loop every step of the way.



1



2

3



4

5



APPLY

Candidates have greater success when their experience strongly matches our job requirements, so make sure the skills and achievements on your resume are aligned to the job description.

Our people are what make us great, so we take the process pretty seriously, while also respecting that you have limited time.

INTERVIEWS

Once you pass the phone screen and your application is approved, you will be invited for an in-person interview. We are always looking for folks who have the most ability and potential and whom we will have fun working with. We also evaluate if our team culture is consistent with your career goals and aspirations.

ONBOARDING

Once you've signed your offer, our hands-on onboarding approach will get you ready for Day 1 and set you up for success!

WHAT DO WE LOOK FOR IN AN INTERVIEW?

There is no blueprint for an ideal Mvix team member. We assess everyone individually, which means we look at – and for – different things in different people for different positions. Consequently, there's no magic formula.



We are always looking for folks who have the most ability and potential, are best suited to the position and with whom we will have fun working with. We also evaluate if our team culture is consistent with your career goals and aspirations.

For the most part, our face to face interviews are NOT designed for evaluating/assessing your educational qualifications. Rather we are curious about your applied skills, past experiences on relevant projects, collegiality, interest in the position, and career goals.

With that in mind, our interviews tend to explore three broad ideas (in no specific order):

The Real You

Regardless of the position, one of the important goals of a face-to-face meeting is to understand how it is to work with you. To understand that, we hope to know “the real you”.

We understand that the interview process is stressful.

It's ok to be nervous, but just be yourself.

Look at us in the eyes when talking. It shows confidence and we dig confidence.

Our behavioral questions/discussions are so we can learn how adaptable and/or flexible you are:

- Learning how you take initiative and have solved problems in the past gives us an idea of your resourcefulness.
- Learning how you have made mistakes in the past and the lessons learned gives us an idea of your growth.

Finally, we are curious to see if this “real you” will fit in our culture. Fitting into the corporate culture is very important for the productivity of any team or business, no matter its size.

Your Story

Once we know the real you, the next obvious question is “can you do the job?”

To a large extent, this depends on the requirements of the position and the desired skill set. (i.e.. if interviewing for a developer position, we are interested in your past R&D projects etc.) Most of our interviews are preceded by an onsite skills test or a written exam designed specifically for that position.

To know your story, we want to know your career "roadmap" i.e. can you describe the path you've taken to where you are now and where you hope that path will lead. Your stories should have examples of successes you've had, whether they were:

- in previous jobs (consistently meeting or exceeding sales quotas)
- in school (getting on the Dean's List or lettering in a sport)
- or in your personal life (becoming an Eagle Scout or finishing a road race with a personal-best time)

“

Last, we wish to learn if you engage with new ideas and think conceptually. Do you have the ability to think critically and independently?

During the interview, we attempt to look for such evidence in your previous positions. Have you faced a professional dilemma in the past and how have you handled those tough situations? Examples do wonders in answering such questions.



Your Expectations

It is important for us to learn why you are looking for a job. What is it that you are looking for in the new position that you do not have in the existing/previous one? We are absolutely interested to make sure this job will be a good fit for you - we don't wish to work with an unhappy team member and we don't want to go through the hiring process again too soon. As much as we want the company to grow - we want you to grow too.


We are also interested in learning what motivates you. Skills, training, and talent are meaningless unless you are motivated to put those attributes into action. So we want to know how can we keep you motivated to contribute to the team environment in which others will choose to be motivated too. What type of "growth" motivates you and where do you see yourself in 3-5 years?



We are keen to learn about your aspirations and career goals. We do understand that financial gains and salary growth can be good incentives, however, we're cautious when that is the only motivator.

This discussion becomes complicated when your resume shows that you have moved to new jobs/positions every 1-2 years. If your resume shows multiple career path changes, it could mean that you get bored quickly and will grow tired of the routine aspects of this position. It makes us wonder if your expectations change once you join a new job. Is that a recurring theme/concern?





We look for cues that you are really interested in the position. There are multiple sources of such information. For example:

- Comprehensiveness of your job application
- Relevance of the cover letter
- Interest in the skills test/code challenge
- Explicit statements during the interview
- Asking questions during the interview
- Thank You emails after the interview
- ...so on

Lastly, we want you to relax and enjoy the conversation. Whether or not the interview leads to us working together, it is a valuable experience and a learning opportunity for all involved. Please feel free to ask your hiring manager about any questions that are on your mind before your interview. We look forward to connecting!