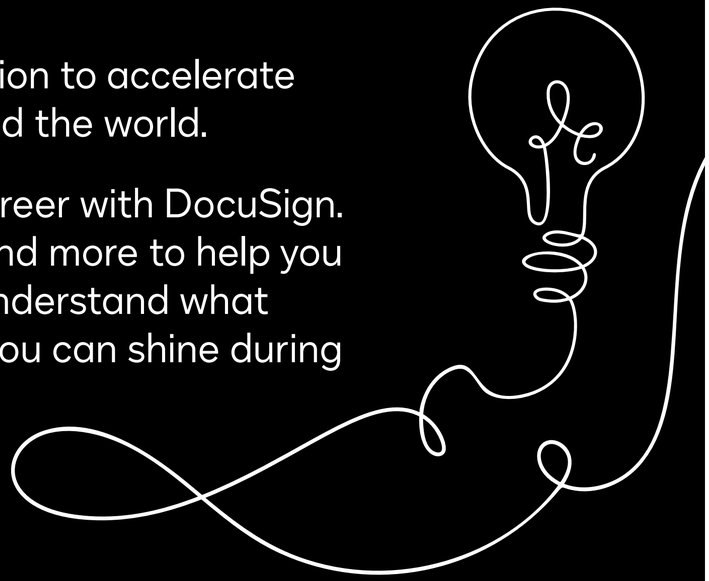
Make your mark at Docusign

Since its inception in 2003, DocuSign has been on a mission to accelerate business and simplify life for companies and people around the world.

We are so glad that you are here, exploring your dream career with DocuSign. We have put together this guide with the top FAQs, tips and more to help you through our interview process. Join us on this journey to understand what makes DocuSign's interview experience unique, and how you can shine during the process.



Our values

Trust

We are honest, ethical and transparent with each other, customers and our partners. We operate with integrity, empathy and respect.

Customer focus

We are customer-centric, everything we do begins and ends with creating seamless experiences that drive customer value.

Simplicity

We aspire to delight our customers and eliminate complexity. We are easy to work with and eliminate friction.

Innovation

We foster a culture of creativity, experimentation and continuous improvement as we pioneer the way the world agrees.

Unity

We are inclusive and share common values. We debate and commit to executing decisions with agility and speed, working together in service of our shared mission.

Sustainability

We use technology and drive awareness that can make the world healthier and more sustainable.



Why should you join Docusign?

- Global leader in helping organizations streamline their systems of agreement.
- Culture of inclusion inspires people to share the ideas that spark innovation.
- Trusted brand known for innovation, leadership, environmental responsibility, and continued business growth.

Understanding our interview process

Our thoughtfully designed interview process tests:

- Problem-solving abilities
- Design prowess
- Learning agility

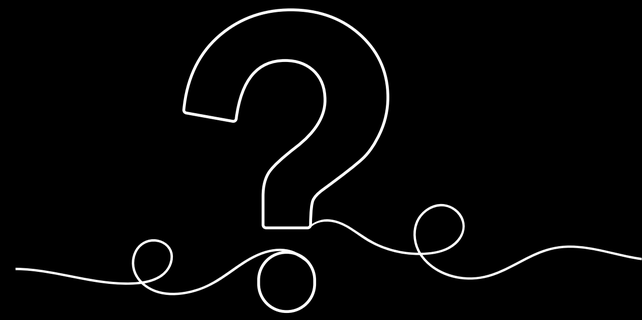
Typical stages of a tech interview at Docusign

The interview loop will typically span 3-5 hours. The number of rounds will vary based on the role you are applying to, and seniority of the role:

- **Tech Screening Interview:** Verifies your skills and assesses your fit for the role.
- **Two rounds of Code Pair Interviews:** Gauges your coding proficiency and teamwork. The first round focuses on coding skills, while the second evaluates your system design abilities.
- **Problem Solving/Data Structures Interview:** Assesses your ability to tackle complex problems.
- **Behavioral Interview:** Assesses your culture fit, growth potential, tech trends knowledge, and team compatibility.

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Why Code Pairing interviews?

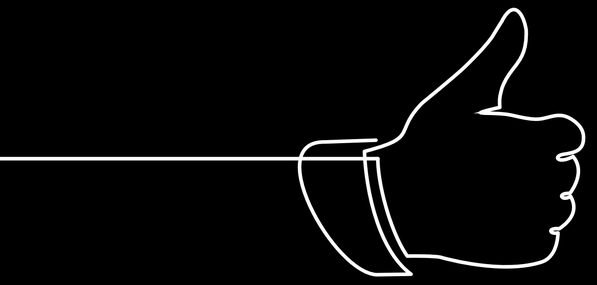


- **A valuable tool for evaluating applicants' ability** to articulate their methods and assumptions and verbally communicate their thought processes and rationale.
- **Offers insights into a candidate's capacity** to collaborate effectively, devise innovative solutions, handle feedback and leadership responsibilities.
- Goes beyond assessing technical skills alone, providing a **comprehensive view of a candidate's potential to excel** in a collaborative software development environment.

Steps to consider for your coding session



- **Read the problem thoroughly:** Make sure you have understood the question, and feel free to clarify any doubts you may have.
- **Communicate your solution approach:** Once you have ideas in your mind, think out loud. Use the interviewer as a sounding board, and check which idea could lead you to success.
- **Consider edge cases:** As you code, consider any potential edge cases that may arise when solving the problem. Your interviewer would want to see how alert and cautious you are.
- **Manage your time well:** While a coding session, it is still timed. Make sure you use your time well to arrive at a solution and not leave it incomplete.



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Tips to ace your interview

- **Show your skills and passion:** We seek skilled, smart, and passionate technologists who are eager to make an impact.
- **Optimize your solutions:** Demonstrate your ability to handle trade-offs and optimize solutions.
- **Follow test-driven development:** If time allows, test your code and discuss your testing approach.
- **Voice your thoughts:** Share your thought process aloud while coding, and don't hesitate to ask for help if you're stuck.
- **Prepare for behavioral questions:** Expect questions on trust-building, culture fit, growth potential, and teamwork.
- **Share impactful experiences:** Discuss your most transformative and impactful work.
- **Keep your questions ready:** Prepare follow-up questions to engage with interviewers and show you're interested!
- **Embrace the learning opportunity:** Approach the interview with curiosity, openness, and honesty. It's a chance to learn and grow.

Break a leg!

We look forward to meeting you on your path to a fulfilling career at DocuSign!

If you have any queries, do reach out to us at: taops@docusign.com.