Meta Interview

Why Meta

I'm really excited about this position at Meta. First off, Meta's mission to connect people, does resonate with me. I love the idea of working for a company that's all about bringing people closer together through technology. It just feels like work that matters.

Another thing I love about Meta is the culture. It's all about learning and growth, which is perfect for me because I'm always looking to challenge myself and pick up new skills. It seems like a place where you're encouraged to think big and try new things, and I really thrive in that kind of environment.

And, you know diversity and inclusion are really important to me. There is big emphasis on creating a supportive and inclusive workplace. I want to be somewhere that values different perspectives and makes everyone feel welcome.

Honestly, joining Meta feels like it would be a great move for my career and personal growth. I'd get to work with some of the smartest people in the industry and be part of projects that have a real impact.

Tell me about yourself

I was born in Italy and grown up in Switzerland where I had my very first job as draughtsman. In the early 2000s I moved back to Italy where I finished my studies and started my own business freelancing for several companies covering cross-functional roles from design to development. In 2016 I moved to the UK and joined Web Agencies where I've been exposed to a plethora of clients and industries including entertainment, fashion, government, finance, and telecom, giving me a well-rounded perspective on delivering impactful solutions.

I then had the opportunity to join Sky's Network Intelligence team as Software Engineer in 2019. In the past 5 years I've bootstrapped a new team that I'm currently leading at Sky. I've got 65 direct reports composed of tech leads, developers, testers, devops engineers, security specialists, designers, scrum masters and a delivery manager. I'm very proud of what we've built together. In the process of applying Agile at scale using SAFe.

We managed to achieve a remarkable 300% boost in average individual productivity.

Overseen multiple strategic business areas for asset management, inventory, automation, sales, capacity forecasting and failure modelling generating several millions in cost savings.

Servant Leadership Principles

1. **Listening**
2. **Empathy**
3. **Healing**
4. **Awareness**
5. **Persuasion**
6. **Conceptualisation**
7. **Foresight**
8. **Stewardship**
9. **Commitment to the Growth of People**
10. **Building Community**

What's an obstacle you've overcome

Absolutely. One significant challenge I faced was during a complex project where I was responsible for collaborating with a third-party team to deliver an IP management system for Sky. Early on, I noticed we were hitting a bottleneck that was slowing down our progress.

To address this, I took the lead in realigning our resources. I carefully assessed our team's strengths and weaknesses, and after some negotiation, we replaced a few team members who were struggling with others who were better suited for the tasks at hand. This

strategic shift was crucial in turning things around.

Communication was key throughout this process. I made sure to keep everyone in the loop and fostered a collaborative environment where everyone felt heard and valued. This proactive approach not only helped us overcome the immediate challenges but also allowed us to catch up on our deliveries and meet our pilot deadline.

The project's success was a team effort, and it was incredibly rewarding to see key team members receive well-deserved promotions as a result. Their hard work and dedication were crucial to overcoming the obstacles we faced and achieving our goals.

What my job is

- Set the direction for your team.
- Support the team members in their career growth.
- Ensure that my team is inspired by the vision for the future.

An ideal daily routine for a Software Engineering Manager is a balanced mix of team management, project oversight, and personal productivity. Here's a structured outline of such a routine:

Morning

7:00 AM - 8:00 AM: Personal Time
- Start the day with some personal time, which could include exercise, reading, or meditation to set a positive tone for the day.

8:00 AM - 9:00 AM: Planning and Prioritisation
- Review and prioritise tasks for the day.
- Check emails and messages to address any urgent issues or updates.
- Plan the day's schedule, focusing on key meetings and tasks that need attention.

9:00 AM - 10:00 AM: Stand-Up Meeting
- Conduct a daily stand-up meeting with the team.
- Review the status of ongoing projects, identify any blockers, and

set daily goals.
- Ensure alignment on priorities and tasks.

10:00 AM - 11:00 AM: Code Reviews and Technical Oversight
- Spend time reviewing code submissions and providing feedback.
- Ensure code quality and adherence to project standards.
- Address any technical challenges or questions from the team.

Midday

11:00 AM - 12:00 PM: One-on-One Meetings
- Hold one-on-one meetings with team members.
- Discuss their progress, provide feedback, and address any personal or professional concerns.
- Focus on career development and goal setting.

12:00 PM - 1:00 PM: Lunch Break
- Take a lunch break to recharge.
- Use this time to socialise with the team or network with colleagues from other departments.

1:00 PM - 2:00 PM: Project Management
- Review project timelines, milestones, and deliverables.
- Update project management tools and ensure all tasks are on track.
- Communicate with stakeholders about project status and any changes.

Afternoon

2:00 PM - 3:00 PM: Strategy and Planning
- Work on long-term planning and strategy for upcoming projects.
- Collaborate with product managers and other leaders to align on goals and vision.
- Identify areas for improvement and innovation within the team.

3:00 PM - 4:00 PM: Team Collaboration and Problem Solving
- Facilitate collaborative problem-solving sessions with the team.
- Address any technical or project-related issues that require

immediate attention.
- Encourage brainstorming and idea-sharing.

4:00 PM - 5:00 PM: Administrative Tasks
- Handle administrative duties such as budgeting, resource allocation, and performance reviews.
- Ensure all documentation is up to date, including project plans and technical specs.

Late Afternoon/Evening

5:00 PM - 6:00 PM: Self-Development and Learning
- Dedicate time for personal development, such as learning new technologies, reading industry news, or attending webinars.
- Reflect on the day's accomplishments and plan for the next day.

6:00 PM - 7:00 PM: Wrap-Up
- Review and finalise any remaining tasks or emails.
- Ensure any urgent matters are addressed before logging off.
- Plan the following day's priorities and schedule.

Evening

7:00 PM Onwards: Personal Time
- Spend the evening with family, friends, or on personal hobbies.
- Relax and unwind to ensure a good work-life balance.

What is Machine Learning?

Machine learning (ML) is a branch of artificial intelligence (AI) that focuses on the using data and algorithms to enable AI to imitate the way that humans learn, gradually improving its accuracy.

Can you tell me the specific business need that you're hiring for?

How does the perfect candidate look like for you?
Can you tell me more about the team and collaboration?
What about the culture and values?
Career progression opportunities?
What is the interview process? Do I need to perform coding exercises?