



Interviewing @ Medallia

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

The Basics

On average, it takes about three to four 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 Locations: We have two main locations in the US (Palo Alto and New York City), one in London, one in Buenos Aires, and one in Paris. Learn more about them [here](#).

Remote interviews: We conduct both remote and in-person interviews. Your recruiter will be in touch with the specifics of your interview location.

What To Wear to the interview: Just to be on the safe side, you should go business casual, but many Medallians wear sneakers or even flip flops regularly.

Types of Interviews.

We conduct three types of interviews:

- Several **Functional Interviews** to assess how your experiences, capabilities, and problem-solving skills match the role. Functional interviews are conducted by the Medallians with whom you'd work on a daily basis.
- A **Culture Interview**, which is really just a conversation with a Medallian from another team to understand what you've done, why you've done it, and what you've learned while doing it. It's a chance for us to get to know you on a more personal level.
- A **Worksample/Challenge** to see you in action. We believe that this is the best way to understand how successful you'll be in the role. Each work sample is unique to the role - for instance it could be a take-home analysis, an on-site presentation, or a business plan. Your recruiter will discuss your challenge with you in detail.

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 publically available case studies, funding announcements, and press about our culture. Feel free to look up your interviewers on LinkedIn. You can also check out Medallia on The Muse or Glassdoor--both will give you an insider's view into what it's like to be a Medallian. Again, come prepared with your questions!

During Your Visit

When You Arrive: Check in at the front desk. Arrive five to 10 minutes early so you have plenty of time to check-in and grab water.

Hungry? What's ours is yours! Our offices are 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: All our offices are equipped with guest 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. We're happy to book a room and make you as comfortable as possible.

After Your Visit

Your recruiter 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.

Tell us about your experience! We thrive on feedback and learning. After all, two of our company philosophies are ownership and growth mindset. After your visit, you'll receive a short survey (via the Medallia platform!). We want you to tell us the good and bad about your experience with us. You can also visit Medallia's page on Glassdoor to leave a public 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 Medallia, let us know!

Still Have Questions? If you have additional questions about your interviews, contact your recruiter or recruiting coordinator.