

Finding the Right Fit

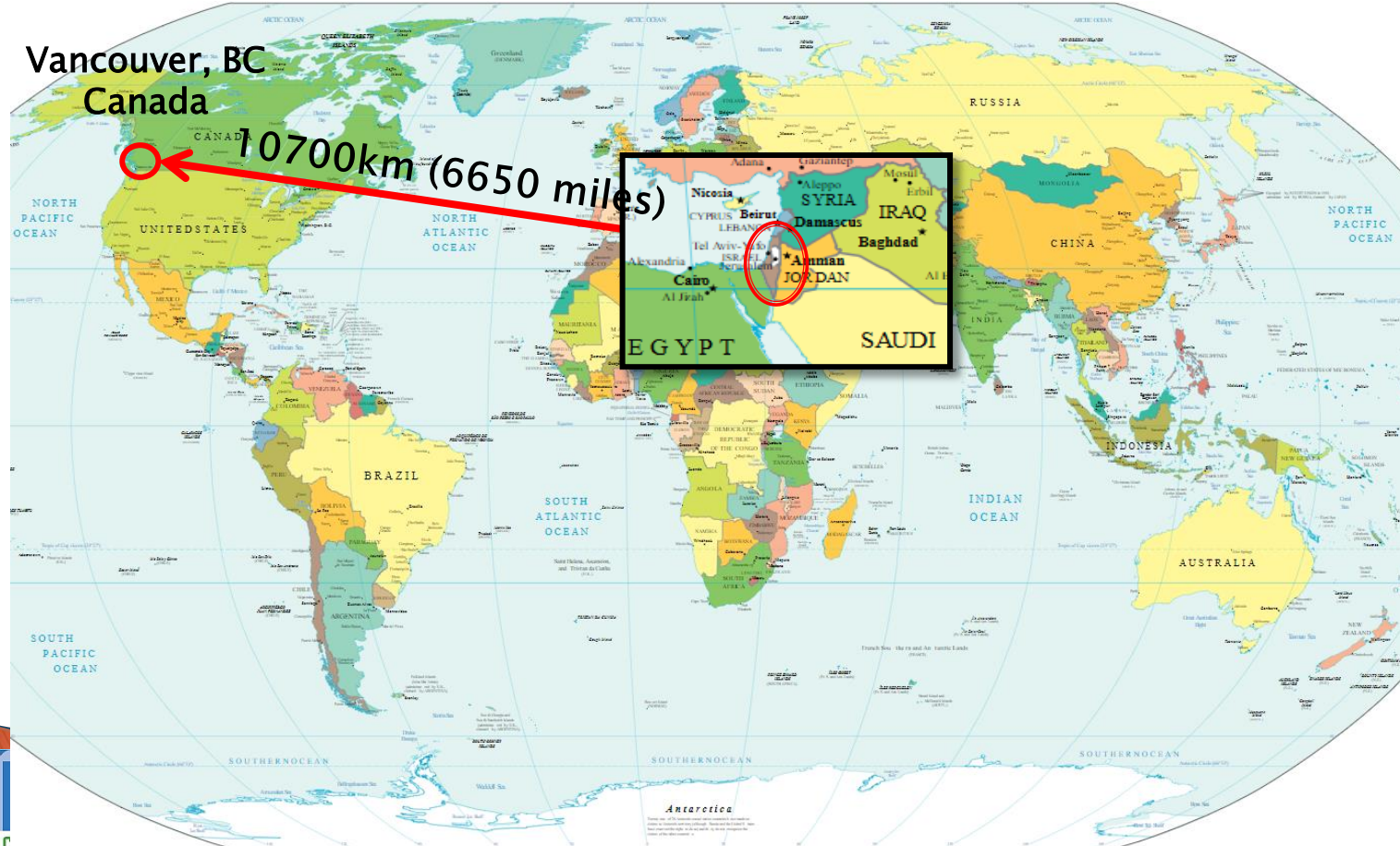
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About Me



About Me

ORACLE®
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>=Oracle7 (1998)

Senior DB
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Website:



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ORACLE®
ACE

Since 2009



ORACLE®
ACE Director

Since 2020



President
bcoug.org



Disclaimer

- ▶ I'm not an HR person (and have never been)
- ▶ I have no formal HR/psychology education
- ▶ I am just a person who has been interviewed
- ▶ I also interviewed quite a few times (and got great feedback)

Participants



Before the Interview



- ▶ Who are you looking for
 - Junior/senior
 - Specific experience
 - Position type
- ▶ Prepare yourself
- ▶ Be realistic!



Before the Interview

- ▶ What are you looking for?
- ▶ Prepare yourself
- ▶ Set expectations
- ▶ Do you have questions?
- ▶ Interview back

Part 1 - Introduction



First Things First

- ▶ Be kind
- ▶ Be respectful
- ▶ Rules
- ▶ Culture



Chit Chat



Metadata



Describe the position



Explain the requirements



Tell about the company



Don't be afraid to ask questions

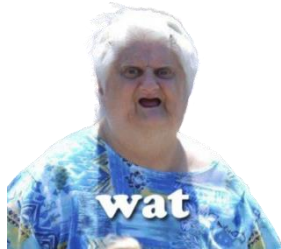
Part 2 - The Technical Part



Experience



How well do you know SQL tuning?



And now?



Jonathan Lewis

Tell Me About a Project



Show interest



Ask questions



Understand the project



Evaluate the person



Ask for time if needed



Make sure the project makes sense



Explain properly



Show that you understand

Technical Questions

- ▶ Just a few open questions
- ▶ Choose the right topics



When You Don't Know



Do You Know Regex?



`\A(?=\w{6,10}\z)(?=\dots`

Conflicts



When Does CKPT Wake Up?



- Thread checkpoints

The database writes to disk all buffers modified by redo in a specific thread before a certain target. The set of thread checkpoints on all instances in a database is a **database checkpoint**. Thread checkpoints occur in the following situations:

- Consistent database shutdown
- `ALTER SYSTEM CHECKPOINT` statement
- Online redo log switch
- `ALTER DATABASE BEGIN BACKUP` statement



What I Don't Ask

- ▶ Riddles
- ▶ Initialization parameters
- ▶ Tiny details (ORA- errors)
- ▶ Text book questions (e.g. FTS vs. Index)
- ▶ Unsolved challenges

What I Like to Ask



- ▶ Open questions
- ▶ Discussions (a few possible answers)
- ▶ Advanced topics when relevant
- ▶ Sometimes controversial issues (e.g. rebuilding an index)

Examples

- ▶ Write a SQL
 - Ask for a few different solutions
- ▶ Backup and Recovery
 - Define the situation
 - Ask what happened and how to fix it
- ▶ Schema design
 - Define the requirements
 - Ask for a few different solutions
 - Discuss pros and cons

**Remember:
It's not a Q&A session
it's a discussion**



Q&A

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