

## **General FAQs**

### **Q: If I give Google my resume in person, do I still need to apply online?**

A: **YES**. While meeting you in person may put you on our radar, you'll need to apply online via [google.com/students](https://google.com/students) (or have a Googler submit a referral for you) if you are interested full-time or internship roles.

### **Q: I'm interested in hardware roles - can you tell me more about those?**

A: While Google does have some purely hardware roles, the majority of the open roles will fall under software. When it comes to our campus events, we mostly have Software Engineers present, so if hardware interests you, you should go to the jobs site and check out what is posted, evaluate whether or not you are qualified, and submit an application accordingly.

### **Q: When are application deadlines?**

- Software-related internship applications typically open around mid to late September, but this can vary each year so make sure to check online at [google.com/students](https://google.com/students)
  - Applications are on a rolling basis so please apply as soon as you feel you're ready -- earlier means more projects are open and less applicants are in the pool
- Full-time applications open at different times during the year (depending on the role) and tend to usually be open longer than internship applications (again, this can all vary based on the year and the role), but it's still to your advantage to apply early
- UX/UI internship applications have historically been open for a couple weeks in January, but again this isn't set in stone year-to-year so it's still best to check online at [google.com/students](https://google.com/students)

### **Q: What do I need to submit when I apply?**

A: We just need an up-to-date resume and a copy of your transcript (unofficial is fine). No need for cover letters - have your resume tell your story!

### **Q: I applied previously and wasn't selected. May I reapply to the same role?**

A: Yes, but we recommend that you gain at least 6-12 months' worth of added technical experience and knowledge before reapplying.

### **Q: May I apply to multiple roles at the same time?**

A: Yes, you may apply to multiple Google roles at the same time, and if one role doesn't work out it won't hurt your chances for the other roles you're still in process for.

### **Q: What do the interviews consist of?**

A: For a majority of the Software Engineering roles, there will be technical interviews that frequently consist of Data Structures and Algorithms questions, either coding in a Google Doc or on a whiteboard.

### **Q: What if I have multiple offers and deadlines?**

A: Check with your Career Center to see if there are any [NACE policies](#) that they enforce or recommend. A lot of times there will be minimum amounts of time companies must give students to accept an offer or to honor requests for extensions.

**Q: What does the hiring process look like from beginning to end?**

A: It's different for each role, but for the Software Engineering, University Graduate role you'll have a coding sample and survey online, then (usually) two 45min phone interviews back to back (coding in a Google Doc), then will fly onsite for (typically) two more 45min interviews, lunch, and two additional 45min interviews. Processes can vary year-to-year, this is just a *general* idea of what to expect.

**Q: How long does the hiring process take?**

A: The length of time from when a candidate applies to when they get an offer varies based off of many factors such as the time of year, when the application opened, what role it is, and the candidate's project/team matching criteria. Some applications average around a month and a half to two months, but again, there's a lot of variability.

**Q: How do I apply to a specific team / what is the team matching process like?**

A: When you look online for Software Engineering roles (internships and full time), you might not see postings for a specific team -- instead you might see an application for "Software Engineer, University Graduate" or "Software Engineering Intern." After you've begun the application process your recruiter will start working with you to ask what projects you're interested in, where you'd prefer to work, what kind of experience you have, what's available, etc. Later on, and based off your project preferences and conversations with your recruiter, you'll have a series of team-matching calls where you talk with a manager about their team's project to see if there's mutual interest. Instead of managing hundreds of different postings for each team at Google, applications are instead channeled through one central Software Engineering application, where you branch out and find a specific team later in the process (as outlined above). Again, this process can vary based off the role and a number of other factors - this is just a generic outline.

**Q: What offices are certain teams in?**

A: A couple roles and programs are only available in specific offices, but there are Software Engineering teams in offices throughout the country. Check the specific application for details on where that program is available, and always feel free to ask your recruiter. Mountain View is Google's largest office, so the largest amount/variety of teams is usually in that location.

**Size and Relative Acceptance of Programs**

A reminder about the EP & SWE (Software Engineering) internships, and the SWE University Grad role at Google

- EP is the smallest of those 3 programs, so it has less spots than the other two
- Don't be discouraged if EP doesn't work out (even twice), because the SWE internship is a larger program and can by nature accept more applicants because of that

- also, if you applied in the past for a role and it didn't work out, that won't hurt you in the future if you apply again to the same role (plus you'll be more experienced and will have learned more by the time you apply again)
- The same goes for if applying to the SWE internship doesn't work out
  - the SWE internship program has less spots than the University Grad SWE role, so the University Grad SWE role can by nature accept more people
- Also, you can apply to multiple Google roles at the same time, and can re-apply to the same role after a minimum of 6-12 months, whenever you feel like you've gained significant experience