Preparing for the Power Day Business Case Interview with CapTech (Business Systems Associate Consultant)

What to Expect:

NOTE: Power Day interviews are made up of case and behavioral interviews. This is the case guide for Power Day. Please refer to the separate behavioral interview guide as needed. In-person Power Days may take up to two hours, and virtual Power Day interviews are usually completed in an hour and 15 to 30 minutes.

Introductions

We'll trade quick introductions, cover the agenda, and set expectations before getting started.

Case Interview

A case interview is designed to give candidates a feel for what a real-world client scenario is like. You will be presented with a hypothetical business problem and the objective is to effectively come up with a technology solution to that problem. Our intention is to assess your problem-solving skills, analytical ability, and how effectively you can summarize and communicate your strategic and logical thought process.

DO

- Choose a quiet and comfortable place for the interview.
- Talk through your thought process.
- Collect your thoughts before jumping into your solution.
- Ask clarifying questions, including those not already answered within the prompt. You are driving this conversation, and the prompt will not contain all the details you need to design a solution.
- If you get stuck, share what you are trying to resolve.
- Have paper on hand to brainstorm and take notes.
- Be creative.

DON'T

- Make assumptions; instead, ask questions about ambiguities.
- Rush to conclusions.
- Fall into a non-technical solution. We're a technology company, so stay within the solutions we solve for.

Q&A

This is the get-to-know-**us** part of the interview. Use this as an opportunity to learn more about working as a developer at CapTech. Think about what you find interesting or the qualities that you value most in a company.

What We Are Looking For:

PROBLEM-SOLVING ABILITY:

We want to see how you comprehend the question and the logic you used to come up with your solution(s). This will require breaking up a large, ambiguous problem and breaking it into smaller pieces.

COMMUNICATION SKILLS:

Talk it out! Ask for clarity or more information when needed and explain your thought process and solution clearly. We want to see you ask the client what their priorities are and listen to what it is they need.

STRATEGIC & ANALYTICAL THINKING:

We are assessing your ability to brainstorm and determine viable solutions based on the information provided. We want to see how you analyze the hypothetical problem you are given and ask appropriate clarifying questions to determine what is important in designing a solution. From what you learn, we want to see you conceptualize a system that meets the client's needs, with as much specificity in design as you can.

Tips on Preparation:

PRACTICE:

- Take advantage of performing mock interviews with friends or classmates and practice explaining your thought process out loud. Find technology business problems online to consider using in your mock interviews.
- Have some familiarity with industry technology solutions that CapTech may provide.
- We don't expect you to be an expert. Be willing to ask questions about what's possible and be willing to solve something you're not completely familiar with.

RELAX:

Much easier said than done, but just remember to breathe and stay calm. The point of this interview is not to trick you or trip you up. We just want to get an idea of how you think and solve problems. You've got this!

Next Steps:

FULL-TIME CANDIDATES:

Your interviewers will submit their feedback and the hiring team will review the case feedback, as well as the feedback from the behavioral interviewers to assess which candidates' skills and core values align best with our needs. Offers will be extended to candidates who pass all three interviews. Expect a decision within 2-4 weeks from your interview date. Please let your recruiter know of any time constraints or offer deadlines.