Thanks for your interest in P-1 AI! Here's what to expect as part of your candidate experience for the **Super SWE** role.

Our Process

To be respectful of your time and be maximally efficient, we aim for a 5 day candidate transit time through our whole interview process. We have a weekly structured process in place which is as follows:

1) Recruiter Screen (scheduled ASAP depending on availability)
2) Biographical/Behavioural Interview (**scheduled on Tuesdays**)
3) Technical Interview (**scheduled on Wednesdays**)
4) CEO Interview (**scheduled on Thursdays**)

By scheduling certain interviews on specific days, it allows our interviewing team to be fully available and committed to being able to speak with you!

If you are unable to do the interviews on back to back days in a given week, we can schedule for the relevant day of the following week. If that is not possible or there are time pressure constraints - we may explore a solution that works for all.

Statement of Extraordinary Ability

One of our key values is Intellectual Excellence & Curiosity. We ask "what if?" and experiment liberally. We always look for better ways of doing something. We read voraciously. We challenge each other to be better. We surround ourselves with A players and we actively and unapologetically reject B players.

We ask every candidate who is interviewing with us to supply a Statement of Extraordinary Ability, by answering these 3 questions:

1) What is something extraordinary that you've done in your career? Please describe it in 3–4 sentences.

2) What is the coolest thing you've built outside of work? Please describe it in 3–4 sentences.

3) What's your far-fetched, half-baked dream idea for the future of AI / deep learning? What's stopping you (or us) from doing it today?

The task can be done asynchronously and presented however you feel is best.

Once completed, please send through to Matt or the Agency you're working with for review.

Please have this submitted before the 2nd stage (Biographical/Behavioural Interview).

It's not meant to be an onerous task and should take no longer than 30 minutes. It will be useful to get to know you better and help frame our conversations during the interview process.

Interview Stages

1) Recruiter screen

You likely began your journey either by (1) applying to a job posting on our website, Wellfound, or LinkedIn, (2) a referral from an employee, investor, or friend of the company, (3) being contacted by [Matt Herselman](), our Head of Talent, or (4) being contacted by one of our contract agency recruiters. In cases (1), (2), and (3) your first conversation will be a call with Matt. In case (4), it will be with the contract agency recruiter. That person will guide you through the interview journey with us and will be your go-to point-of-contact for any process questions. This initial call will typically last about 30 mins and focus on ensuring that our mutual expectations regarding the role are well-matched. If it's not already on your resume, the recruiter will ask for your GitHub link.

We schedule all interviews via self-scheduling link. Recruiter screens can be scheduled for any day/time available in the week.

We are very happy to conduct interviews in the evenings and weekends. Also, please note that we typically use Google Meets and an AI transcription and notetaking agent

for all our interviews. Let us know if either is an issue for you.

Once you've submitted your Statement of Extraordinary Ability and passed the recruiter screen - you'll be sent 3 scheduling links for the stages below. We like to pre-schedule the entire process to block out calendars ahead of time and if there is misalignment on either side during the process, we can cancel the scheduled interviews.

2) Biographical/Behavioural Interview

As a reminder, we schedule these interviews every **Tuesday**, as it will be blocked out with the interviewer to speak with you.

This interview is a biographical interview with [Adam Nagel](), co-founder & Head of Engineering, which will last 45 mins. The goal of the interview is to understand how well your skills and qualifications align with those needed to be successful in the role. This will also be an opportunity for you to ask questions about the company and the role. To make this time maximally productive, please familiarize yourself with the published materials about what we do at P-1 AI. There is a comprehensive list on [our website](). At minimum, you should read the [Fortune article.]() For deeper context, read [our arXiv paper on evaluating eAGI]()and listen to the [Training Data podcast episode]() with our CEO.

3) Technical Interview

As a reminder, we schedule these interviews every **Wednesday**, as it will be blocked out with our interviewers to speak with you.

The next round is a 60-minute technical exercise with [Michael Teryohin](), Member of the Technical Staff and Core Platform Engineering Lead. This session will have 2 parts: an architecture discussion, and a code debugging exercise. Each will be 30 minutes, with the overall session scheduled for 60 minutes. For the architecture session, it'll be a whiteboard-style exercise and you're welcome to use any drawing tool you like and are comfortable with. Draw.io is a fine and free one. For the code debugging exercise, we'll provide a simple Python codebase, and you'll diagnose and fix a few errors within it. You're welcome to use any IDE you like on your own machine.

4) CEO Interview

As a reminder, we schedule these interviews every **Thursday**, as it will be blocked out with the interviewer to speak with you.

Your final interview will be with the company co-founder & CEO, [Paul Eremenko](). It will typically last about 30 mins and focus principally on culture fit. This is also your opportunity to ask questions about company strategy and anything else that might not have been answered in your prior conversations.

Overall, we aim to keep the end-to-end interview process to no more than ~3-4 hours of your time over 4 calendar days.

Finally, you'll get a call from Matt and/or Adam with your verbal offer, which we hope you'll accept! Ahead of the call, we will provide you with an equity info sheet with some key numbers to help you think about the equity portion of your offer, as well as a [benefits overview](). Following your verbal acceptance, we will issue a written offer for your e-signature.

Thank you, again, for your interest in joining P-1 AI and helping deliver on our mission to develop engineering AGI for the physical world!