Interview preparation guide

Welcome to the preparation guide for your interview at Analog Devices! Whether you're taking your initial technical screen or have an upcoming interview loop, our recruiting team has put this resource together to help you. We recognize that interviewing can be stressful, so we hope this guide provides the information and resources you need. Remember, your recruiter is there to support you, so please reach out to them at any time!

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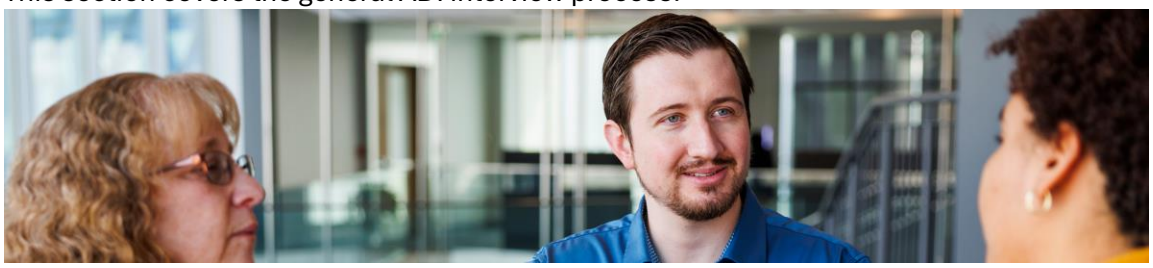
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What to Expect During the ADI Interview Process

This section covers the general ADI interview process.



Recruiter Phone Screen

During the initial recruiter phone screen, you'll chat with a member of our recruiting team. They will provide an overview of the position and interview process, team dynamics, organizational culture, and compensation.

First Round Interview

During the first-round interview, sometimes called a hiring manager interview, you can expect a mix of foundational questions covering core engineering or business capabilities relevant to the role and behavioral questions that assess how you approach problem-solving in a technical environment. Often, candidates are asked to walk through past projects or experiences that demonstrate hands-on knowledge. There may also be some light whiteboarding or a conceptual exercise to gauge analytical thinking.

This round is more of a screening conversation than a deep technical dive, so we recommend coming prepared with a solid grasp of the fundamentals and a clear, confident way of communicating your experience.

Full Interview Loop

Each of our teams hire based on their individual needs, so our interviews can take different formats across teams. You can expect your interview process to include two to six 45-minute interviews.

Each interviewer will leave a few minutes at the end for your questions. If you're interviewing for a technical role, you can expect to have:

- A technical interview, deeper than the first-round interview
- A behavioral interview
- A domain-focused interview

Depending on the level and role, you may also be asked to present a tech talk on a topic of your choosing. If this is a requirement for the interview loop, your recruiter will make you aware during the Recruiter Phone Screen.

Video Interviewing Resources

Review this resource to create a positive environment during the video interview process.



Getting Set Up

- Ensure you download Teams beforehand and test it on your machine.
- Join the video conference from a quiet environment with minimal distractions.
- Confirm you have a reliable internet or phone connection prior to your interview.
- You'll need a laptop with a working webcam, speaker, and microphone. We recommend using a headset or headphones with a built-in mic for the best audio quality, though this is optional.

During the Interview

- Don't hesitate to ask your interviewer to repeat or slow down. We want to make sure the conversation is clear and productive for everyone.
- You may be asked to share your screen via Teams at any point during the process. Please ensure Teams screen sharing is enabled on your device in advance, as this setup may take a few minutes. Review this link for an FAQ on enabling Teams screen share.
- Please disable any video filters for the duration of your interview. A filter includes any tool or feature that applies visual effects to your video feed, including virtual or blurred backgrounds.

Outside Assistance

While we embrace the usage of advanced tooling in our day-to-day work to Stay Ahead of What's Possible, we ask that you not utilize any unauthorized outside assistance during interviews. Throughout the interview process you may be asked to share your screen via Teams.

Outside assistance includes, but is not limited to, consulting external resources, receiving help from others, or using AI tools like ChatGPT or Claude.

Helping You Prepare for Your Interview



Getting to Know ADI

Analog Devices is a global semiconductor leader that bridges the physical and digital worlds. We combine our world-class semiconductor legacy with advanced AI and software to turn real-world data into intelligent action for our customers. From sustainable energy to smarter data centers, we tackle the world's most complex challenges together.

Across our teams, you'll see a bias for action and a willingness to adapt without losing sight of quality. We bring ideas, challenge assumptions with respect, and stay focused on the tangible impact our work has on the world by using our technology and voice to protect the planet and to drive positive change for future generations.

If you're energized by learning fast, collaborating across boundaries, and delivering work you're proud to put your name on, you belong here.

Our Impact

If you want to learn more about Analog Devices' impact since our founding in 1965, check out this interactive timeline highlighting key points in our decades-long journey.

Our Values

INNOVATION

Create the Future

- Anticipate customer needs
- Leverage ecosystem partnerships
- Challenge the status quo

RESPECT

Embrace Humanity

- Show integrity, be transparent
- Care and assume positive intent
- Unlock the power of diversity

IMPACT

Play to Win

- Be ambitious & dream big
- Deliver best in class results
- Sweat the details, show mastery

AGILITY

Sense & Adapt

- Bring the outside in
- Move with speed & clear direction
- Stay lean, simplify complexity

LEADERSHIP

Act with Courage

- Inspire & engage
- Take ownership, be accountable
- Anticipate, decide, execute

BALANCE

Think Holistically

- Keep the long term in mind
- Take thoughtful risks
- Embrace paradoxes & apply sound judgement

COMMUNITY

Succeed Together

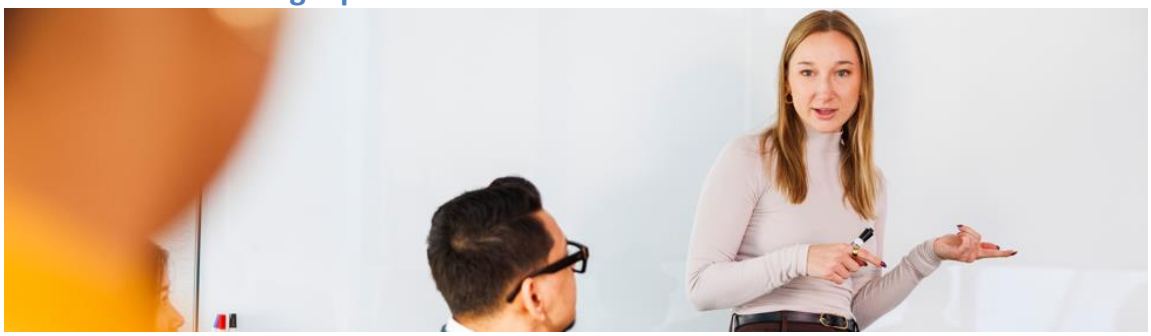
- Build great teams
- Collaborate across ADI
- Do good in our communities

LEARNING

Evolve with a Changing World

- Be endlessly curious
- Improve yourself every day
- Share your knowledge with others

General Interviewing Tips



Here are a few suggestions to help you prepare for any interview!

1. **Prepare with your recruiter:** Speak with your recruiter before your interview to learn about the process, who you'll meet, and what capabilities will be discussed. This helps you prepare and understand expectations.
2. **Do your research:** Check out ADI's recent releases and the industries we operate within. Consider how your background fits our work.
3. **Understand the role:** Read the job description closely and match your experience to the requirements. If you lack direct experience in an area, prepare examples that would be tangentially related and impactful.
4. **Know your story:** Prepare to discuss your resume or CV, and highlight your biggest achievements, lessons learned, and personal growth. Use clear, specific examples and be concise.
5. **Ask thoughtful questions:** Prepare questions about our culture, projects, or the team; it shows genuine curiosity and engagement.
6. **Be clear about your specific contributions:** Avoid overusing "we," which can make it unclear what your specific contributions were.

How to Prep for a Technical Interview

Interviewers can only assess your skills and abilities based on what you show them during your interview, so it's important to plan and prepare to best showcase your strengths. As you begin preparing, please refer to the job description. If you don't have the job description, ask your recruiter to provide it.

In addition to reviewing the job description and any details the recruiter provides on assessed capabilities, consider these tips as you prepare:

Tip 1: Improve upon a design. Think about and review the systems or circuits you've designed. What would you change about your approach if you started over? What worked well? Consider how you might optimize differently.

Tip 2: Reflect on past experiences. Think through failed tapeouts and any design revisions you've experienced. Think about what contributed to those experiences. Sometimes the most instructive lessons come from understanding what didn't work and why.

Tip 3: Think through tradeoffs. Avoid anchoring on only the optimal solution. We're far more interested in how you reason through fundamental tradeoffs like power vs.

performance vs. area, analog vs. digital implementation, disaggregation vs. integration, and noise vs. bandwidth.

Tip 4: Do some research. Read IEEE papers, technical blogs, and conference proceedings (ISSCC, T-VLSI, etc.) about approaches that have worked in practice. Read about failed tapeouts and design revisions too. Some of the most instructive lessons come from understanding what didn't work and why.

Tip 5: Be holistic and detailed. Practice moving effortlessly between high-level architecture and precise implementation details. Outline the high-level requirements by describing what functional blocks you need, how they interconnect, what the interfaces look like, and how you'd arrive at that solution.

Tip 6: Practice. Find a few hardware or chip design questions online and work through them on paper or a whiteboard in roughly 30 minutes per question. AI can be a good tool for this exercise. You can prompt a variety of tools "ask me some circuits-related interview questions for someone with *X* experience"

Tip 7: Start with the requirements. Your interviewer might ask: *"How would you design the analog front-end for a data acquisition system?"* This question is intentionally open-ended, and you can start by anchoring on requirements like:

- What is the target process node and supply voltage?
- What are the power budget and thermal constraints?
- What are the speed, bandwidth, and latency requirements?
- What are the resolution, noise floor, and linearity specifications?
- What are the area constraints?
- How does this block interface with adjacent analog or digital subsystems?
- What are the reliability, operating temperature range, and environmental requirements?
- Is this a standard product or an application-specific design?

Tips on Preparing for Behavioral Questions



1. Know yourself: Take the time to review your own resume as your interviewer will almost certainly ask about key events in your work history. Be prepared to discuss projects in depth. It's helpful to outline 2-3 major projects ahead of time.

2. Be honest: Not every project goes as planned, and not every working relationship is seamless. And that's okay! We're not looking for a highlight reel. What we genuinely value is

hearing how you reflected on a difficult situation, what you took away from it, and how it shaped the way you work today. Share what you learned.

3. Use the STAR method when answering behavioral questions:

- **Situation:** Set the scene. What was happening?
- **Task:** What were you responsible for?
- **Action:** What did you do?
- **Result:** What was the outcome or impact?

You may be asked a question like:

Tell us about a time when you had to make a difficult compromise between the quality of a project and a strict deadline. How did you navigate this trade-off, and how did you communicate your decision to your team and stakeholders?

You could respond using the STAR method by:

Situation: In my previous role, we were tasked with rolling out a critical software update that our internal teams desperately needed to improve their daily workflow. We had a hard deadline tied to a major company event.

Task: As we approached the launch date, our testing revealed that while the core functionality was completely secure and reliable, a few of the 'nice-to-have' user interface features were still buggy. I had to decide whether to delay the launch to perfect the UI or release it on time to solve the immediate workflow bottleneck.

Action: I believe in transparent communication, so I immediately brought our project team and key stakeholders together. I presented the situation honestly and proposed a compromise: we would launch the core, stable version on time to empower our teams immediately, but we would temporarily disable the buggy UI features. I then created a clear, two-week roadmap for a 'phase two' update to deliver the remaining polish. I made sure everyone understood the 'why' behind the decision so we were all aligned.

Result: By prioritizing the core needs of our users, we met the deadline and immediately improved the team's workflow. Our stakeholders deeply appreciated the honesty and the proactive plan. Two weeks later, we successfully rolled out the UI enhancements without any stress, maintaining both our trust with the team and our commitment to quality.

After the Interview

You can expect your recruiter to provide a specific timeline or updates along the way. Your recruiter will inform you of next steps after your interview as soon as they are available. Feel free to follow up with them if you have not heard within a week of your interviews. Where possible, our team will provide feedback through the recruiter.