

Google 的应聘流程

1. Recruiters review the resumes: Recruitment of staff to review every resume, according to the technical capabilities, education and work experience to determine [eligibility](#).

1. 招聘人员审查简历：招聘人员要审查每一份简历，根据技术能力、教育程度和工作经验来判断他们是否能胜任谷歌的工作。

2. Recruiter phone call: Recruitment of staff will contact you to explain the process, so that you know what is expected. If it is technical engineer position, may ask your SAT scores (U.S. high school students enter the United States must participate in the University examination) and the University of GPA (grade point average).

2. 招聘人员电话通知：招聘人员会联系你，讲解招聘过程，让你知道他们期望什么。如果是应聘技术工程师的岗位，他们可能还会问你的 SAT 分数（美国高考成绩）和大学 GPA（平均成绩点数）。

3. Interview: The first interview is usually [notified](#) 4-5 individuals, each 45 minutes. If the candidate engineer, you may need to answer practical technical problems, or solve a problem by programming. There may be some strange questions like "How many golf balls can fit in a school bus?".

3. 面试：第一次面试通常是通知 4 到 5 个人，每个人有 45 分钟的时间。如果是应聘工程师岗位，你可能需要回答现实中的技术问题，或者通过编程解决某个问题，还有可能在白板上做一个设计。其中也可能会有些古怪问题，比如“一辆校车里能装多少高尔夫球？”。

4. Interviewer feedback: Each interviewer should fill out a standard format according to their impression of the candidate, and do digital ranking for them. Then the candidate's resume will match the existing staff resumes, if we find a certain candidate and the company employees had a school or a company, there will be a message sent to employees, asked him on the candidate's views.

4. 面试者反馈：每个面试者都要将他们对应聘者的印象用标准格式填写，并对每个应聘者进行排名。然后将应聘者的简历同现有员工的简历进行匹配，如果发现某位应聘者与公司员工曾在同一个学校就读或同一个公司工作过，便会发一封邮件给公司员工，征询他对应聘者的意见。

5. Recruitment Committee: Recruitment Committee consists of experienced senior executives. These people know the company who work [vacancies](#) and candidates what kind of capacity. They will review all feedback and resume.

5. 招聘委员会：招聘委员会由高级经理和主管以及有经验的员工组成。这些人全面了解应聘者的能力，看公司哪些空缺岗位适合他们。他们将审查所有的回馈、简历和工作经验。

6. Middle management review.

6. 中层主管面试。

7. Pay Commission: They will determine the [appropriate](#) pay.

7. 薪酬委员会：他们将决定应聘者的恰当薪酬。

8. Final executive review.

8. 最后的高管审查。

9. Provide jobs. Recruiter will notify you've got the job. If you have been selected, the conditions are usually very generous.

9. 招聘人员会通知你应聘成功，并详细讲解这份合同的细节，谷歌的合同很具竞争力，或者说很优厚，并且非常周密。

Google 面试部分真题

1. How many golf balls can fit in a school bus?

一个校车里能放下多少个高尔夫球？

2. How much should you charge to wash all the windows in Seattle?

要擦洗全西雅图的所有玻璃，需要支付多少钱？

3. How many piano [tuners](#) are there in the entire world?

全世界共有多少调音师？

4. Design an [evacuation](#) plan for San Francisco.

设计一个旧金山的撤离计划。

5. How many times a day does a clock's hands overlap?

一天中表上的指针重合多少次？

6. A man pushed his car to a hotel and lost his fortune. What happened?

一个人把自己的车推进一家旅馆然后弄丢了所有的财产，发生了什么？

7. Explain a database in three sentences to your eight-year-old [nephew](#).

用三句话给你 8 岁小外甥解释一个数据库。