

What to expect?

Blueprint Recruitment: What to Expect

We're excited that you're interested in joining Blueprint. This guide walks you through our entire recruitment process, what we're looking for at each stage, and how to prepare.

There are three stages. Each one is designed to evaluate different skills, technical ability, problem-solving, and collaboration.

| Stage | Focus | Dates |
|---------|-----------------------------|----------------|
| Stage 1 | Application & Resume Review | Feb 5 - Feb 17 |
| Stage 2 | Technical Challenge | Feb 17 - Mar 5 |
| Stage 3 | Blueprint Games + Interview | Mar 9 - Mar 23 |

Stage 1: Application & Resume Review

What you'll do?

- Fill out a short Google Form application
- Submit your resume
- Answer a few questions about your interests and experience

What we're looking for?

We do **not** expect you to know everything. We're evaluating:

- Genuine interest in building technology for impact
- Willingness to learn and collaborate
- Technical foundations (relative to your experience level)

What happens after you apply?

You'll receive a confirmation email with:

- The full recruitment timeline
- Resources to help you prepare
- Examples of previous technical challenges

Outcomes

- **If you advance:**
You'll receive the technical challenge, clear deadlines, and prep resources.
- **If not:**
You'll receive an email with learning resources, and an invitation to stay involved with Blueprint in other ways.

Stage 2: Technical Challenge

What the challenge looks like?

- A small full-stack project
- Tech stack:
 - **Frontend:** React
 - **Backend:** FastAPI
- Focused on CRUD functionality, not visual polish

What we're evaluating

This is not a trick question or a speed test. We care about:

- Clear thinking and problem decomposition
- Code organization and readability
- Correctness over complexity
- Ability to explain your decisions

Support during the challenge

- Clear written instructions
- Starter resources
- Reminder emails before the deadline
- Automated submission via **GitHub Classroom**

Outcomes

- **If you advance:**
You'll move on to **Blueprint Games + Interviews**.
- **If not:**

You'll receive feedback, resources, and an invitation to apply again or join internal teams.

Blueprint Games (Case Study)

You'll work in a **small team** on a **realistic nonprofit case study**.

What you'll do

- Break down a real product problem
- Define goals, features, and tradeoffs
- Discuss:
 - User needs
 - System design at a high level
 - Feasibility within a semester timeline

Technical Interview

What we're evaluating

- Communication and collaboration
- Problem-solving approach
- Ability to justify decisions
- Comfort asking questions and iterating

The interview is technical but conversational.

It may include:

- Walking through your technical challenge
- Discussing a past project
- A small system design or architecture question

We're looking for:

- Clear explanations
 - Honest reasoning
 - Ability to think through tradeoffs
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