

Round 1 Hiring Guide

What to expect from our Round 1 process: the take-home, the interview, and what happens after.

We give you an ambiguous, real-world problem, modern tools including AI, and real autonomy. We're looking for people who learn fast, reason clearly, and build something real under real constraints, regardless of school, resume, or how well someone performs in a typical interview. This guide covers what to expect. It isn't a script, and there's nothing here to memorize.

The Process

Four stages, roughly in order. Not every candidate reaches every stage.

01 Take-home

You'll choose one of several open-ended problems connected to real Truth Computing work. There's no prescribed time limit. How you scope the problem is itself part of the signal. What to submit: **a working artifact or prototype, a README, a short note on your key decisions and assumptions, tests or validation where it makes sense, an AI-use disclosure, and a short retrospective** on what's weak and what you'd do next.

02 Interview (30 minutes)

A relaxed, collaborative conversation, not a test. You'll walk through what you built, talk through its weakest parts, and reason with us about how it would hold up at 1,000x scale or under a different constraint. We'll also talk about how you used AI. No live coding, no gotcha questions. **"I don't know yet, but here's how I'd find out"** is a good answer.

03 Paid Build Trial

10–20 paid hours over roughly one to two weeks, working with real autonomy on an open build or a live problem. Ends with a demo and a team review.

04 Offer

When your capability and how you operate together are a clear yes.

ON USING AI

Use it as much as you want. We explicitly encourage it. What matters is that you can explain what it did, where it fell short, what you personally verified or fixed, and that you can defend every consequential decision in your submission as your own.

ON SELF-CRITIQUE

At some point we'll ask what's weakest about your own work. Knowing your own weak points is exactly the kind of judgment we're trying to find, so treat the question as an opening, not a trap.

What We Value

Skills we can teach. These we look for from the start.

Humility

Extreme discipline

Respect

A willingness to get your hands dirty

Belief in the mission

Questions before you start?

Reach out at truth-computing.com/connect, or [book time with Matthew](#) directly.
