

Careers at Finni

Interview Guide

What to expect, what we look for, and how to prepare.

finni

Why we interview

We're building the infrastructure behind the next generation of **autism care.**

We partner with independent, BCBA-led autism practices to help them start, run, and grow. Our work sits at the intersection of healthcare, technology, and operations, and many of the systems we need to scale haven't been built yet.

That shapes how we hire

You won't just inherit a playbook at Finni. In many cases, you'll help write it.

What we look for

People who...

Take initiative without waiting to be told what to do

Move with urgency while exercising good judgment

Enjoy solving ambiguous and unfamiliar problems

Think beyond their immediate job description

Anticipate problems and think ahead

Focus on solutions when things don't go as planned

Stay focused on outcomes, not just activity

Build strong, genuine relationships

Care about the mission and the people affected by our work

Our interview process

Four general stages. Details vary by role.

1

Recruiter conversation

About 15 minutes to learn your background and interest

2

Case study

A role-specific exercise showing how you approach the work

3

Hiring manager interview

A conversation tailored to the role's skills and responsibilities

4

Final interview

A cross-functional partner or executive leader

Recruiter conversation

~15

minutes

If your background appears relevant to a role, you'll first speak with a member of our recruiting team.

It's a chance for us to learn about your background, what you're looking for, and your interest in Finni.

It's also your chance to ask initial questions about the role and process.

Case study

Most roles include a case study or other role-specific exercise. Format, scope, and time commitment vary by position.

There is no single "Finni" way to approach a case.

We're interested in how you think, how you structure your approach, the decisions you make, and how clearly you communicate.

Depending on the role, you may be asked to:

Work through a business problem

Analyze information

Develop a recommendation

Demonstrate a role-relevant skill

Meeting the team

Stage 3 of 4

Hiring manager interview

Candidates who move forward meet the hiring manager for the role.

Structure varies by position. Hiring managers tailor the conversation to the experience, skills, and responsibilities most relevant to the role.

Stage 4 of 4

Final interview

Typically a conversation with a cross-functional partner or a member of Finni's executive leadership team.

It's another perspective on the company, and a chance to see how the role connects to the broader organization.

How to prepare

Come ready for a conversation.

There is no formula, and we don't expect rehearsed answers for every possible question.

Learn about us

Spend time understanding who we are, what we do, and the problems we're working to solve.

Reflect on your work

Be ready to talk about the problems you've encountered, the decisions you've made, and the impact of your work.

Bring questions

The process is a chance for you to learn about Finni, just as it is for us to learn about you.

What working at Finni is like

We're early. Scaling quickly. Building from scratch.

Real traction, real customers, and a growing team, with many of the systems that will support the company for years still to build. Priorities can change, and problems don't always fit one job description.

You may find yourself:

Solving problems without an established playbook

Building systems and processes from scratch

Working across functions

Taking on challenges outside your immediate area

Balancing multiple priorities

Making decisions with incomplete information

Helping create structure as the company grows

Who thrives at Finni?

People tend to do well here when they...

Take initiative without waiting for permission

Move quickly while exercising good judgment

Enjoy solving ambiguous and unfamiliar problems

Manage multiple priorities without losing sight of outcomes

Think ahead and anticipate what others will need

Build strong, genuine relationships

Care about the mission and the people affected by our work

Are comfortable wearing multiple hats

Respond to challenges by looking for solutions

Want to help build systems rather than only operate established ones

A note on applications and feedback

We receive a high volume of applications.

Our recruiting team reviews candidates based on the experience and skills most relevant to each position.

Because of that volume, we're unfortunately not able to provide individualized feedback to candidates who are not selected to move forward.

We know applying and interviewing takes time and effort, and we appreciate your interest in Finni.

The interview is a two-way conversation

Ask questions. Be curious. Tell us what matters.

We want you to learn about Finni, the role, and the people you'd work with. There's no expectation that every candidate is right for every role, and that's okay. Our goal is to understand whether there's a strong match between what Finni needs and what you're looking to do next.

We're building something **difficult** **and meaningful.**

Great autism care shouldn't be this hard to build.

70+

BCBA-led practices

25+

states

[View careers at Finni Health](#)

If you're excited by meaningful problems and high ownership, we'd love to get to know you.