

AI Use in Interviews

Moloco is a machine learning company. AI isn't something we manage around, it's the foundation of our business. As an AI-native company, we embrace agentic AI as a force multiplier across our day-to-day work, not just in our products. Every team is actively exploring what that means for how they operate, and we bring that same curiosity and experimentation to how we hire.

Our interview process reflects our culture. Across functions, we design experiences that assess both the skills a role requires and how candidates think alongside AI. What that looks like varies by team and by role. What doesn't vary is our commitment to getting to know the real you.

Before Your Interview

Use whatever tools are helpful to prepare—research our products, explore customer stories, get familiar with our leadership, and reflect on how your experience connects to our values: Lead with Humility, Uncapped Growth Mindset, Create Real Value, and Go Further Together. Coming in informed makes for a better conversation.

During Your Interview

The default: your thinking, unassisted

Unless you've been explicitly told otherwise, please engage in your interviews without AI assistance. This applies to live conversations, written exercises, and take-home assessments.

We've designed these conversations to understand how you think. When AI steps in, we lose that signal, and so do you. Using AI in a round where it hasn't been specifically introduced undermines the integrity of our process, and may impact your candidacy.

Unless requested in advance as a reasonable accommodation, please also do not use any recording or automated transcription tools during any part of your interview.

When AI is part of the interview

Some rounds include AI use as a core part of what's being assessed, reflecting how those roles actually operate at Moloco. We're not looking for candidates who avoid AI or defer to it uncritically. We're looking for people who use it with judgment: knowing when to trust it, when to push back, and how to own the output.

You will always know in advance. In advance of any interview that includes AI use, your recruiter will share details on the format, and how to prepare before you walk in.

Questions? Your recruiter is the right person to ask.