

Our Recruitment Process - Marketing Roles

We at what. always appreciate hearing from talented people, who'd like to join our team. Thank you for reaching out to us! We'd like to make our recruitment process as transparent as possible, so you always know where you stand and what's coming next.

1

Intro video

Fitting candidates will usually be asked to send a short intro video to introduce themselves and explain why they want to work with us in the role they applied for.



Request usually within **2 days**

2

Screening call

Shortlisted candidates will be invited for a screening call where they will have the opportunity to expand on their relevant experience, learn more about the role and what.



Within **3 days** after sending intro video

3

Interview

In a second interview with the team lead successful candidates get the opportunity to explain why they are the perfect fit for the role and ask any questions they might have.



Normally **2 to 4 days** after call

4

Test assignment

Successful candidates will be invited to participate in a short test assignment. All necessary details will be provided by the team lead.



Within roughly **3 days** of interview

5

Job offer

The team lead will provide detailed feedback and will inform the candidate if the job will be offered to him and communicate the terms of employment.



Within **3 days** of the test assignment

Our Recruitment Process - Tech Roles

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1

Intro video

Fitting candidates will be asked to send a short intro video to introduce themselves and explain why they want to work with us in the role they applied for.



Request usually within **2 days**

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Screening call

Shortlisted candidates will be invited for a screening call where they will have the opportunity to expand on their relevant experience, learn more about the role and what.



Within **3 days** after sending intro video

3

Test assignment

Successful candidates will be invited to work on a test task for the opportunity to showcase their skills. The estimated time to complete the task is between 1-4 hours, depending on the role.



Provided within **1 to 2 days** after the screening call.

4

Final Interview

After the completion of the test task, our team will review the task and if successful the candidate will be invited to a final interview where additional questions can be discussed.



Completed and presented within **2 to 3 days**.

5

Job offer

The team lead will provide detailed feedback and will inform the candidate if the job will be offered to him and communicate the terms of employment.



Within **2 days** of Final interview.