

Hiring Process



Step 1 **CV/resume review**

Step 2 **First interview (30 min to 60 min)**

We explain what our company does, its values and goals, and we describe the job position and its benefits. We learn about your experience and aspirations.

Step 3 **Skill evaluation**

For programmers: Technical Interview (30 min to 60 min)

There is no need to prepare. Questions are open to get a better idea of how you think and what your experience is in general. There is no tricky question on a specific element of a programming language.

For creatives: Offline Test

This is a short test based on your area of expertise. You have a few days to complete it and return it. Make sure to document your process and list any pre-existing assets you used.

Step 4 **Second interview (30 min to 60 min)**

We make sure there are no misunderstandings about the position and your future tasks, and we discuss your salary and how you would fit into the company and your new city/country.

Step 5 **Job offer**

The duration of the hiring process depends on the number of candidates, their availability for interviews, etc.... It usually varies from 2 weeks to 1 month.

For people currently employed, interviews can be arranged outside of working hours or during the week-end.

We encourage applicants to send us any questions they may have at any time during the process.