

Interview Process FAQs

How to request for a reasonable accommodation

At GitLab we pride ourselves on ensuring that everyone can contribute. To make certain that everyone's interview experience is a positive one, we encourage those who require a reasonable accommodation to successfully carry out the interview process, to reach out to ces@gitlab.com. The Candidate Experience team along with Talent Acquisition leadership will work with you to define and accommodate those needs. This could include but is not limited to the following:

- Translation Services
- Use of additional services or assistive technologies
- Assistance in setting up Closed Captioning for interviews

I've started the interview process at GitLab, but haven't heard back from anyone recently. What do I do?

Feel free to send an email to your Recruiter to get a status update on where you are in the interview process.

Can I have the hiring team's email addresses so I can send them a note?

If you'd like to send a note to the hiring team, please send it to your Recruiter and they will forward it on.

Can I interview for multiple roles at the same time?

In the event that you are interested in more than one opening, there is no limit on the number of roles you can apply for but keep in mind the following:

1. You will have to complete a full interview process for each role you apply to, so be mindful of the time commitment for each application you submit.
2. Due to capacity, the recruiting team will only process 3 of your applications at a time based on which ones you decide to prioritize. Any other applications outside of the 3 will be processed after the prioritized roles's interviews are completed.
3. In the effort to be as transparent as possible and avoid sending multiple competing GitLab offers, there will be an added step to the process after your final interview where you will discuss with your recruiter which role you're interested in before any official offer documents can be sent.
4. If you already have interviewed with us, you can apply for a different role again, but please take note that there may be a cooldown period of 6 months or more if

it's a similar role, depending on the reason for not moving forward which is communicated by the recruiter.

Example of dual Interview process outline

1. Application Process
2. Screening Call
3. Assessment (required for certain roles)
4. Technical Interview (required for certain roles)
5. Team Interviews
6. Discussion with your recruiter on which role you're interested in
7. References
8. Offer sent for role discussed in step 6 & Background Screen

For internal candidates only (in addition to the above guidelines)

1. If you are interviewing for two roles within the same job family and job grade, the offers will be the same.
2. If you are interviewing for two roles in different job families the offers may be different.

I've been rejected, when can I reapply?

If your application is rejected because you are insufficiently qualified for the role, you are welcome to reapply to the same position once 6 months have passed. If you gain the skills, experience, or knowledge we outlined in our [feedback to you](#), you are welcome to reapply at any time.

I already passed the technical interview, will I need to repeat that stage if I reapply?

If you are reapplying to a role in R&D and have already completed interviews following a technical interview, your technical feedback also remains valid for up to 6 months as long as you are applying to the same job family. The recruitment team will aim to run a reduced interview process in this scenario, however, if you are reapplying outside of the 6 month window or applying to a different job family, you will be required to restart the interview process with us again.