Interviewing at **wefox**

#1 European InsurTech Company
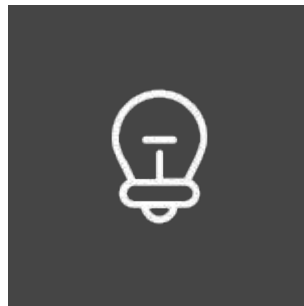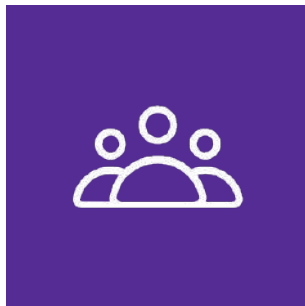
Index

Our process in a glance

Who we are

Wefox Group is the #1 European InsurTech

Locations and People

Headquarters in **Berlin**.
Tech Hub based in **Barcelona**.

We are more than **600 employees** in the organization.

Our Products

We are an Insurtech company with a digital distribution channel for exclusive advisors. We also have a tech platform that allows us to create and launch new products much faster than anyone else.

Foundation

We were founded on 2014, we are present on **Germany, Austria, Switzerland, Spain, Italy** and **Poland.**

Purpose

We have a purpose:
enable people to be safe.

Barcelona Office

Work place

WORK PLACE

Dynamic workplace

100+
employees
in Barcelona

95%
of them working in
Engineering and
Product

OPEN SPACE

Barcelona Office

Work place

20+
nationalities
in Barcelona

60+
nationalities
in the whole group

TIME FOR FUN

Our offices are designed balancing a **good working space.** Along with a lot of spaces to **have fun** with our mates.

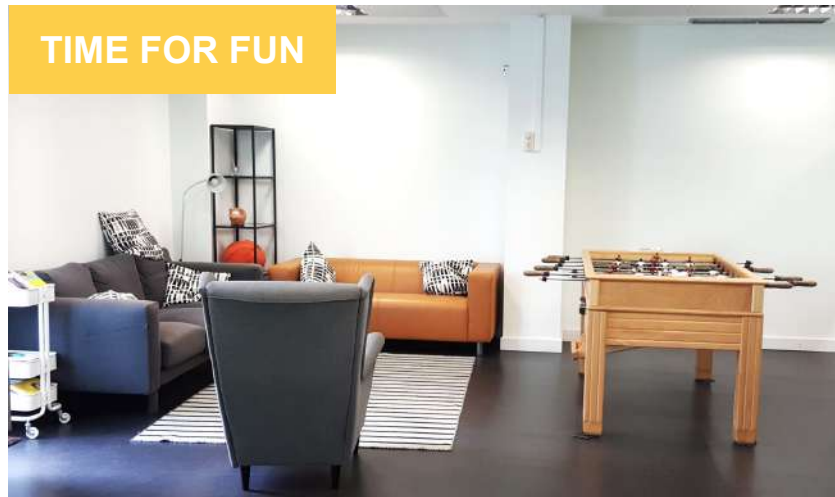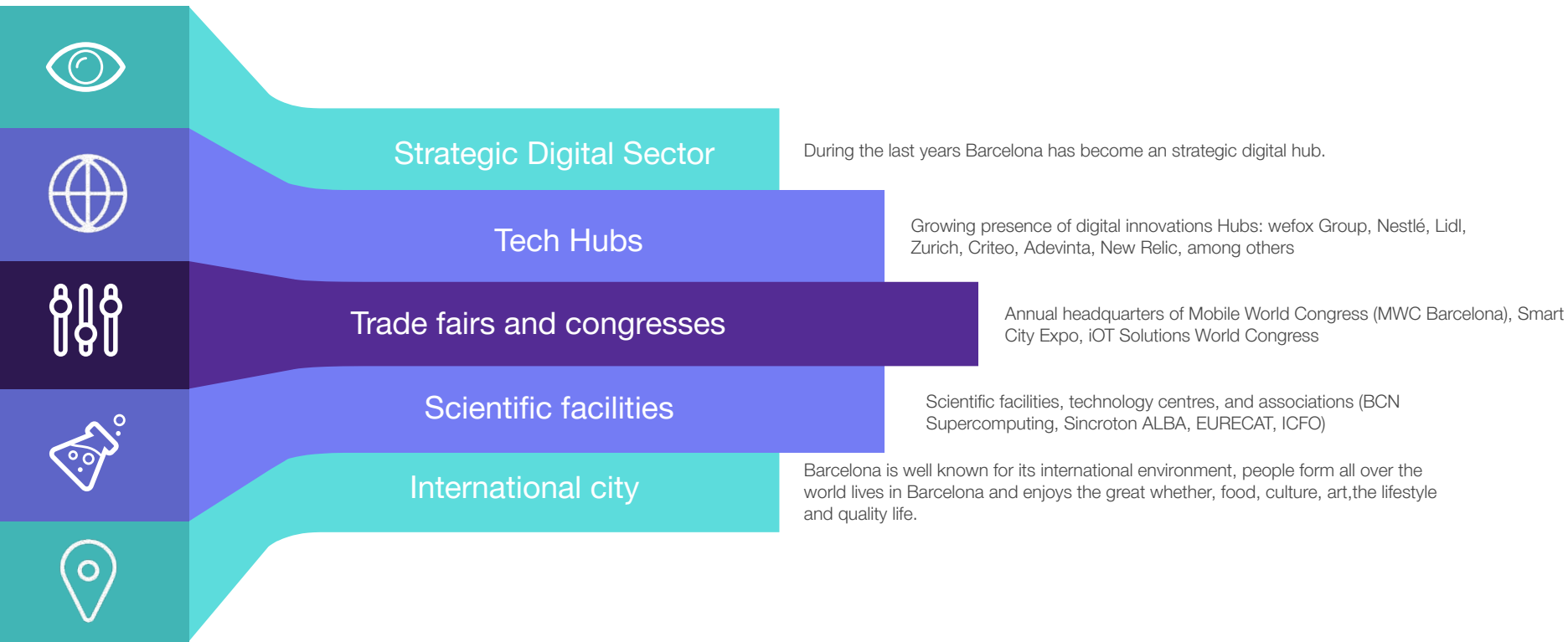# Landscape

Barcelona has generated a mature business network with great demand for digital professionals

Strategic Digital Sector

During the last years Barcelona has become an strategic digital hub.

Tech Hubs

Growing presence of digital innovations Hubs: wefox Group, Nestlé, Lidl, Zurich, Criteo, Adevinta, New Relic, among others

Trade fairs and congresses

Annual headquarters of Mobile World Congress (MWC Barcelona), Smart City Expo, iOT Solutions World Congress

Scientific facilities

Scientific facilities, technology centres, and associations (BCN Supercomputing, Sincroton ALBA, EURECAT, ICFO)

International city

Barcelona is well known for its international environment, people form all over the world lives in Barcelona and enjoys the great whether, food, culture, art,the lifestyle and quality life.

Landscape

Barcelona is leading innovation and entrepreneurship ecosystem

5th European Startup Hub (only behind Berlin, London, Stockholm and Dublin)

1st South European Startup Hub

3th Most Attractive City for European founders (after Berlin and London)

5th Investment Hub in Europe

Will become an international hub for AI, VR, and Blockchain

Investment

58%

of all Spanish capital invested in startups

Startups

+1500

Internationalisation

20%

of the people from other countries

Women in Tech

20%

women

Source: European Digital City Index

Company Culture

At wefox Group we live our 5 core values:

WE MAKE THINGS POSSIBLE

We make things possible by challenging the status quo and our own perceived limitations.

WE COMMUNICATE CLEARLY

We communicate clearly by transforming our thoughts into understandable messages, we also listen carefully.

WE ARE TEAM PLAYERS

Together we can go beyond all limits because we work as a diverse family, side-by-side and trust one another by having each other's backs.

WE ARE FOCUSED

We always have our goal in sight and work on topics with awareness and presence. We do not allow ourselves to be distracted.

WE ARE AUTHENTIC

Just be real — personally and professionally. Challenge yourself every day and celebrate the positive impact authentic behavior has on your life and the lives of others.

Perks & Benefits

Now, we've gotten to the **fun part**, where you get to brag about your company, those **perks** your friends are so jealous of!

Perks and Benefits

Step by step

Ticket transportation

Up to 50% of your public transport costs reimburse

Health Insurance
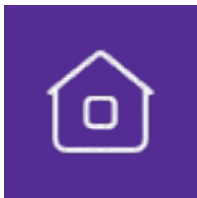
Private Health Insurance with **Adeslas**

Andjoy GYM Subscription

Discounted fitness memberships
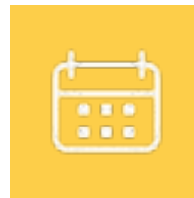
Perks and Benefits

Step by step

Flexibility

Flexible **working hours.** Hybrid, remote and onsite working options

Holidays

26 working days of vacation + 24th and 31st December.

More holidays

Seniority days: one day of **extra holiday** per employment year starting from the 2nd anniversary in the company (**up to 30 days total holidays**)
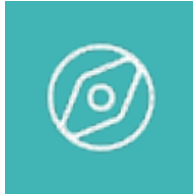
Perks and Benefits

Step by step

Training

Fully access to our
e-learning platform.

Languages courses:
German, English and
Spanish.

Fuel and Tools

A stack of the latest
technologies and working
gadgets.
Free coffee, fruit and
snacks, because we need
fuel!

Tech Stack

Recruitment
Process

A guide step by step

Recruitment Process

Step by step

Recruitment
Screening

Technical
Interview

Culture fit
Interview

Technical Challenge /
Business Case

Team
Interview

Recruitment Process

Recruitment Screening

Time   45 minutes

With   Talent Acquisition Specialist

Description   We will talk about your current situation, your motivations, projects and past experiences. We will explain you more about our company and the next steps in the hiring process.

Your talent partner will coordinate all the steps and guide you during the whole recruitment process.

Recruitment Process

Technical Challenge / Business Case

01 Recruitment Screening

02 Technical Challenge / Business Case

03 Technical Interview

04 Team Interview

05 Culture fit interview

Description

We want to bring you the opportunity to show us what you are capable of!
We will look out your code style: quality, best practices, tests, documentation, etc.

Be sure that your code is legible and understandable by other software engineers.

All the info regarding the tech challenge/ business case will be provided by your talent partner.

Recruitment Process

Technical Interview

Time   60 to 90 minutes

With   Hiring Manager and Team Peers

Description   We are looking to understand how you think and problem
                  solve, and how good you are reasoning and with
                  analytical skills. Expect technical questions regarding the
                  solution you have made about the code challenge.

                  We want to assess your skills, technical knowledge, and
                  abilities related to the needs of the job you are applying
                  for.

Recruitment Process

Team Interview

Time   30 to 60 minutes

With   Member of the Engineering or Product team

Description   We will get to know each other better. Here we will evaluate the team fit.

Recruitment Process

Culture fit interview

Time   30 minutes

With   Engineering or Product Leadership

Description   We will assess whether you will be successful working at wefox Group. At Wefox we cherish our culture and values and we want to know that you will too. We want to find out if you would be a good fit in our engineering culture.

We're looking for smart people, team players, passionate about solving problems, open to share and receive feedback, and with good communication skills. We are striving towards becoming an Agile organization, and continuous improvement is at the center of our engineering and product culture.

Recruitment Process

Reference Check

01 Recruitment Screening

02 Technical Challenge / Business Case

03 Technical Interview

04 Team Interview

05 Culture fit interview

06 Reference Check

Description

To learn more about you and as a final stage of the interview process we like to ask for references.

You will be asked to provide the contact details of a former co-worker and a former manager and we will approach them to ask for references.

To all the misunderstood
geniuses, rebels and mavericks
looking to change the world for the better.
Come work with us!