

Recruiter Screen
Hold a 45-minute phone call to qualify the candidate and learn about their goals

If they pass

Team Screen
Prepare a 60-minute video call to test a specific (and critical) skill before an onsite interview

If they pass

Onsite Interview
Conduct 5-6 interviews with different team members, each focusing on a critical skills

If they pass

Candidate Debrief Meeting
Every interviewer meets to discuss their
feedback and decide on an offer

If they pass

Candidate Review

A small panel reviews all feedback for interview candidates in the previous 48 hours to ensure quality

If they pass

Reference Checks and Offer
Make an offer to the candidate after completing
their reference checks

If candidate rejects the offer

If they pass

Candidate hired

Churn Call with Candidate

Recruiting Manager calls the candidate to learn why they declined our offer and identify how we can improve