

— Recruitment process at Onwelo – **Q&A**



★ **Where will I find job offers?**

You can always find the latest job offers on the **Job opportunities page** of our website or by clicking on the “Join us now!” button on the right.

★ **Can I send my CV without applying for a specific position?**

Yes. In such situation we encourage you to use the **Apply to us!** option.

★ **Can I send my CV for several positions?**

Of course. It is a good idea when you are interested in more than one development path.

★ **What to enter in the “Message” field in the application form?**

It is a good place for providing the information which we will not find in your CV. For example, you may want to tell us why you want to work for Onwelo, what you want to do, or which items in the job description match your experience.

★ **What does the recruitment process in Onwelo look like?**

The recruitment process depends on several factors, including location, project, position level etc. Most of all, we want it to be as short as possible, and at the same time enable both sides to get to know each other. The HR department will inform you during the first interview what the process you are taking part in will look like. This may include the following options:

2 IN 1. ONE MEETING. TWO PARTS.

HR interview



After a positive evaluation of your CV, we will invite you to an interview during which we will talk about your experience, skills, motivation and expectations. We will also present you the offered job position and answer your questions.

Technical part



During this part we will check your technical skills required to perform project tasks. The verification will be adjusted to the specific character of the position.

3 IN 1. ONE MEETING. THREE PARTS.

HR interview



After positive evaluation of your CV, we will invite you to an interview during which we will talk about your experience, skills, motivation and expectations. We will also present you the offered job position and answer your questions.

Subject-matter part



During this part we will check your knowledge and skills required to perform everyday tasks. The verification will be adjusted to the specific character of the position.

Interview with the manager



This part will enable you to get to know your superior and get answers to your questions about daily work at Onwelo.

TWO MEETINGS. TWO PARTS.

HR interview – first meeting



After positive evaluation of your CV, we will invite you to an interview during which we will talk about your experience, skills, motivation and expectations. We will also present you the offered job position and answer your questions.

Technical part – second meeting



During this part we will check your technical skills required to perform project tasks. The verification will be adjusted to the specific character of the position.

TWO MEETINGS. ONE TASK.

HR interview + technical part – first meeting



After positive evaluation of your CV, we will invite you to an interview during which we will talk about your experience, skills, motivation and expectations. We will also present you the offered job position and answer your questions.

Task – first meeting



We want to see your skills in practice, that is why you will have a task to do which will reflect the tasks you will actually be doing when working for our company. You will have a few days to do the task. Of course, you will do it remotely. :)

Second meeting



During this meeting you will meet the Delivery Manager and other team members. We will discuss the task you have done together. We will also be ready to hear about your impressions and answer all your questions about our cooperation.

TWO MEETINGS. THREE PARTS.

HR interview – first meeting



After positive evaluation of your CV, we will invite you to an interview during which we will talk about your experience, skills, motivation and expectations. We will also present you the offered job position and answer your questions.

Technical part – first meeting



During this part we will check your technical skills required to perform project tasks. The verification will be adjusted to the specific character of the position.

Interview with the manager – second meeting



This part will enable you to better get to know your superior and the project you would be working on.

★ How will I know that the recruitment team has received my application?

Once you send us your CV via the application form, you will get a return e-mail with confirmation of your application. The e-mail will also include your GDPR consents. We encourage you to agree to future recruitment as well. This will allow us to stay in touch for other job offers matching your competences and aspirations.

★ What will be the language of the interview?

The communication within our company is typically held in Polish. You may expect, however, verification of your foreign language skills. If the interview is going to be held in another language, we will let you know in advance.

★ What should I wear for the interview?

The dress code at Onwelo is casual or business casual. The decision in this respect is up to you. :)

*** May I bring my own hardware for the technical interview?**

Not always will you need your own hardware at the interview. Should it be necessary, we will notify you in advance. In such case you may, of course, use your own hardware if it makes you feel more comfortable.

*** How should I prepare for the interview?**

The key to a successful interview is professionalism and partnership. We try to adjust every interview to the applicant's experience and the offered position. It is always worth learning some basic information about the company. If you have any questions, write them down and ask them during the interview to have the full picture of our company and your role. Please remember that organizing an interview requires planning and engaging more than one person. If, for any reason, you cannot come to the interview, please inform your contact person from our team.

*** What is the waiting time for feedback after the interview?**

The waiting time for feedback from Onwelo is typically two weeks, but very often it is provided much faster.

*** What type of employment contract may I expect from Onwelo?**

At Onwelo you may freely choose the form of employment – either an employment contract or a B2B agreement. In some cases (e.g. when you are still a student), a commission contract is possible.

*** I have participated in a recruitment process with Onwelo before. Can I try again?**

Of course, we encourage you to try your luck with new projects. You may simply apply for the position you are interested in or directly contact the recruitment specialist who will guide you through the process in the future.

