



# How we hire at JITX

## Recruit with Empathy

My personal motto is to "Recruit with Empathy". At JITX, we strive to make the interview process a positive and inclusive experience for every candidate. We recognize that it is a 2-way street and we want to ensure that we are providing a platform that allows candidates to ask us as many questions as we are of them, ensuring that we are reaching their motivations should they choose JITX.

These days, interviews are virtual and more challenging to establish connections. Here are some of the ways that we have incorporated our team and mission:

- **The Introductory Talent Screening** - this is scheduled to be a 45-minute phone call with me, the Head of Talent, and meant to gather insights on what is important to you in selecting your next organization and enough criteria to reach the technical requirements of the role. Prior to our Introductory Interview, I will be sharing email insights on JITX on our problem space, inspiration, programming language, etc. The information will serve you well prior to our call and for the future interviews with our team to come!
- **The Take Home Assignment** (Software or Physical Design Team, specific) - at JITX, we value critical thinking and problem solving because we are solving problems in ways that has never been done before! Our Take Home Assignments are meant to give you a healthy dose of such problems that you will tackle in a typical day at JITX. It is my preference that you take only 1-3 days, but I will not press you on time, I know you are busy and we are not your only organization in consideration. Based on a positive solution, we will schedule an interview and your solution will become one of the focus areas of the discussion.
- **Preparation Call** - I offer each candidate a phone call prior to the interview to review the format, answer questions, and understand the expectations. Likewise, I will prepare our leaders to ensure that we are providing you with everything that you want to gather from the interview.
- **The First Interview** - This is divided into (3) sections. The first 30-minutes will go over JITX and your questions with our CEO. Our CTO and Engineering Leader (Co-Founders), will then lead the technical Interview, discussing your Take Home Assignment solution and implementation. Behavioral questions will follow.
- **The Team Meet & Greet** - It is your final opportunity to ask questions that are important to you and to get to know our culture and team better with some team members.
- **References** - prior to an offer, I will schedule a few of your references with our CEO. These conversations are over video to discuss how you have been successful in past roles but also in how we can aid in your success at JITX, to better support you. By this time, you and I have discussed compensation and getting you ready to accept an offer.
- **Potential Offer** - By the time you have a scheduled offer conversation with our CEO, Duncan, it is the most wonderful conversation and you can confidently give us a verbal "YES!". There are no surprises because you and I have already worked out the details.

## A World Class Team starts with Awesome Human Beings

JITX has strong character and values. We value trust, vulnerability, and accountability. We are seeking those that want to dive into really interesting problems, make impact, and make the team stronger for it. If you are seeking a growth -minded culture and collaborative people, then join us on this journey. We have ambitious problems ahead and we are not afraid to tackle them!

Thank you,  
Anita  
Head of Talent