We aim to process your application in the most time sensitive way and pledge to take maximum 4 weeks from the first contact to offer stage.

1 **Application Review**

The recruitment team carefully reviews your CV and assesses whether you meet the role criteria. They might prompt you to different roles.

2 **HR/ Recruiter Interview**

Competency-based 30-45 min Zoom call with a recruiter. Expect questions about your background and motivation and don't hesitate to ask questions about the role or DataCamp

3 **Interview with the Hiring Manager**

Your potential future manager will be keen to understand how your skills and experience will contribute to the success of the team during a 30-60 min interview (face to face or over Zoom).

4 **Case Study/ Technical Test**

Well done! You have advanced to this critical stage. Expect either a peer review with a technical test (for engineers) or a case study with a panel (including hiring manager) for non-engineers (60-150 min)

5 **Founder/ Executive Review**

This is a great opportunity for you to ask questions to the founders and executive team members. Expect questions on how you could contribute to the company's success.

6 **Reference Check**

If you have applied for a leadership role, the team calls some of your previous managers or peers (you will provide their names and contact information). This will enable us to set you up for success as of day one.

7 **Offer and Background Check**

Congratulations! We can't wait to welcome you on the team! Before you start, we will work with HireRight to conduct a background check, one of the requirements of our ISO certification