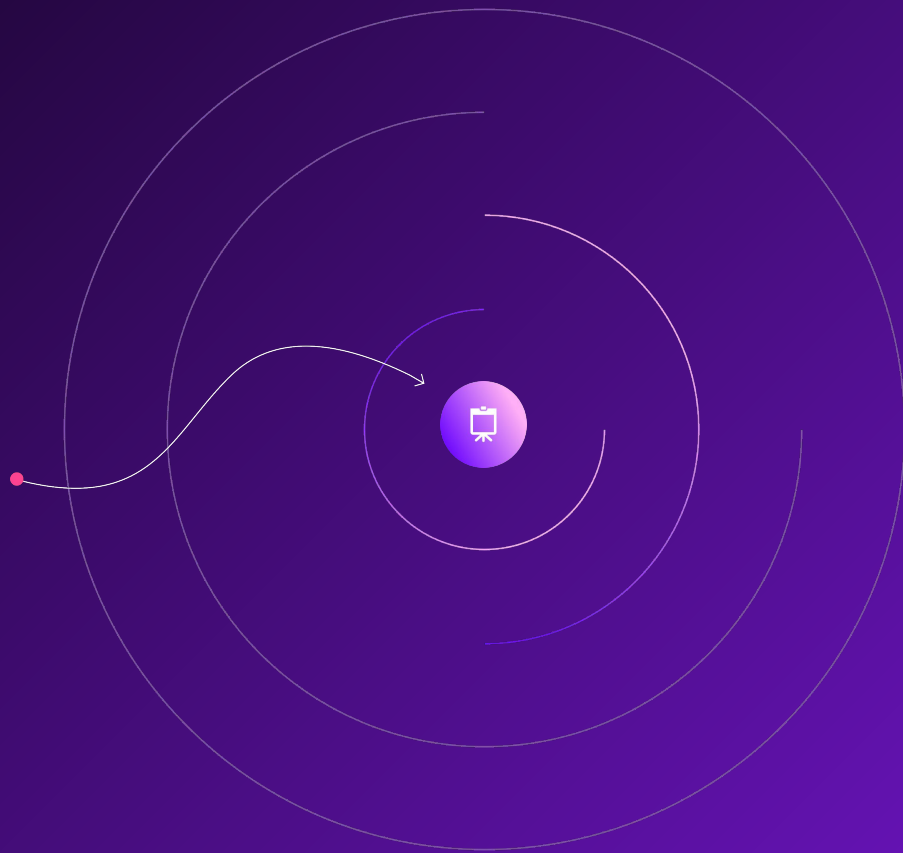




# Recruitment process



Thank you for applying for a position with us.

We appreciate your effort and we will try do do our best to make your itCraft experience as nice, easy and straightforward as we can.

The following presentation gives an overview of our recruitment process and provides information about what you can expect from itCraft as you progress towards becoming a part of our team.

We wish you all the best and looking forward to see you in one of our offices.

**itCraft team**



# Recruitment process

Once you apply for a position with us, here's what happens next.



Resume (CV) review

Online questionnaire

Interview

Job offer

# CV review

Once the applications are closed we take 2 weeks to review all candidates' resumes and shortlist the people that progress to the next phase.

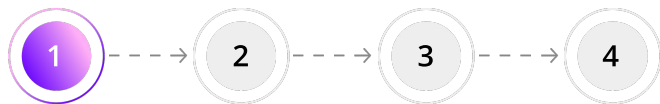
## **If you're shortlisted**

Once your resume gets accepted for the next phase, you will get an email from us with all the information about what to do next.

## **If you're not on the list**

If you don't hear from us within 2 weeks of the applications close, it means that, unfortunately, you didn't make the shortlist this time.

This doesn't mean you should stop trying. Please keep checking our [open positions](#) and feel free to apply for other jobs with us. We do appreciate persistence :)



# Questionnaire

If you made it here, you'll have received a link to an online questionnaire. This will give us a chance to get to know you a bit better. The questions will be about your experience, general knowledge and what your expectations are from working with us.

The survey is an online form you can fill out in the comfort of your own home. It takes about **20 minutes**.

The sooner you get around to it, the better. As a general rule, if we don't receive a filled out form within 3 days, we assume that you decided not to continue your application.

If you do complete your questionnaire, expect an email from us within a max. of **2 weeks** from sending it. We will be letting you know if you qualified for the next phase.

Fingers crossed!



# The interview

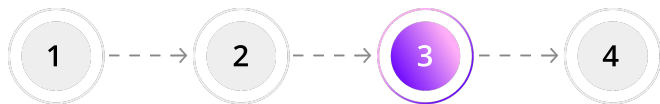
Phase 3 is a (around) **60-minute meeting** in one of our offices. Rather than being a one-sided interview, we try to make it a conversation to see if both you are a good fit for us and we are what you're expecting.

The people you will be talking to will be picked according to the position you're applying for. You can expect to meet our CTO (Chief Technical Officer), Head of Projects, our English specialist.

There will be a part of the interview verifying your language skills, where we will be speaking only in english.

Feel free to ask any questions. We will do our best to answer all of them and show you what itCraft is really about.

After the interview, we reserve **2 weeks** for deciding if we will be making you an offer. Expect an email from us by the end of the fortnight following your interview. Be sure to check all your folders(!)



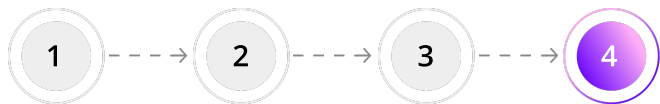
# The offer

Once your application is accepted we will present you our offer of employment. We will set up a phone call or a meeting at our office do go over the details and email the final proposal.

We understand that deciding on a new job is not always an easy decision. Let us know if you need more time to consider and let us know within **2 weeks**.

As you can see the whole recruitment process takes **up to 6 weeks**. We hope that we can count on your patience and that we offer an easy and straightforward system of getting you on board.

If you have any questions or need clarification at any point of the process feel free to email us at [praca@itcraft.pl](mailto:praca@itcraft.pl).



# Here we go!

Once you accept our conditions and sign the contract...

...you're all set and good to go!

We try to engage our team in the recruitment process and to make our final decision based on their view as much as the HR processes. This way we can build and expand a close knit team, create a fun and exciting work environment and make work and adventure, not a chore. .

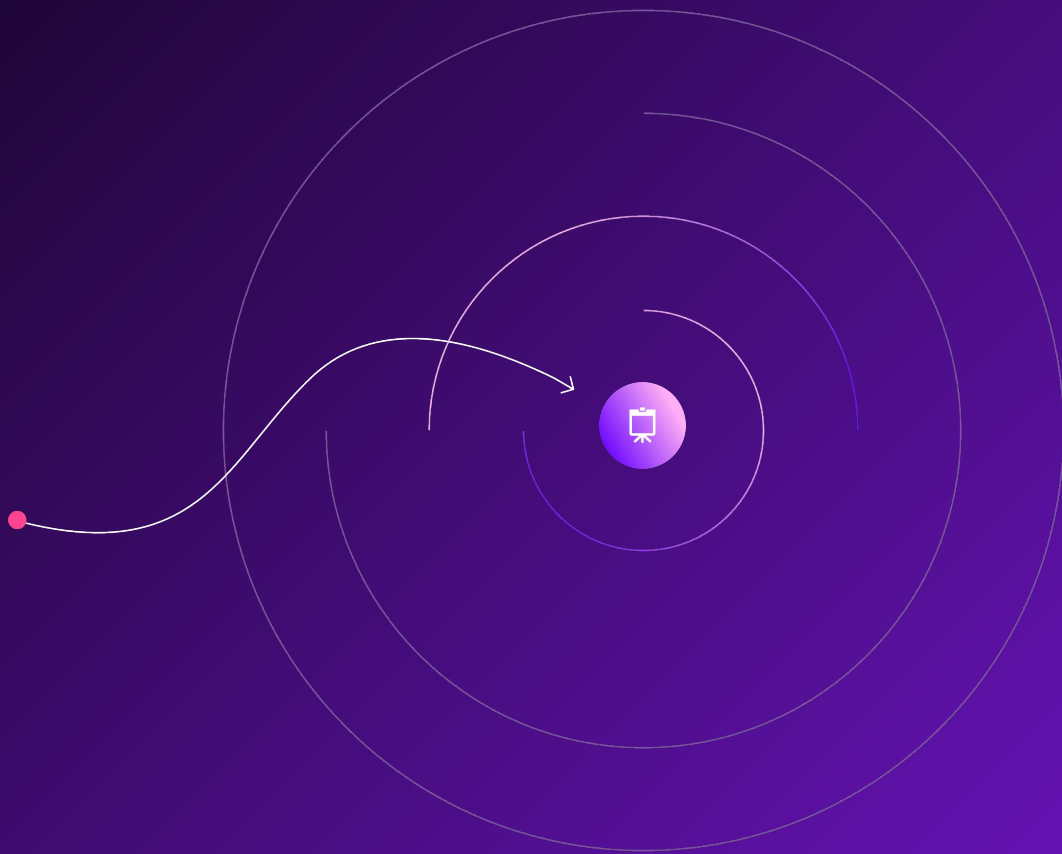
We'd like for you to feel at home when becoming part of itCraft. We are coworkers by name, but the idea is to become a real team of people who enjoy both working together and each other's company in and outside of the office.

See you soon!!





# About us



# What we do



**Mobile & Web  
App Development**



**UX / UI Design**



**Developers  
Outsourcing**



60 +

Engineers

200 +

Finished projects

10

Years on the market

4

Offices in Poland

# Clients & Awards



makro

Deloitte.



ROSSMANN



sodexo\*

# We worked with companies from



United States • United Kingdom • Finland • Norway • Sweden • Denmark • Switzerland • Poland • United Arab Emirates • Australia

## Expertise



Android



iOS



Vue.js



Angular



HTML 5



React Native



Flutter



mongoDB.

Mongo DB



Amazon  
Web Services



Java



PostgreSQL

Postgre SQL



Node JS



Google Cloud Platform

Google Cloud

## Tools we use



Fabric



GSuite



Jira



Proto.io



Sketch app



Creative Cloud



Jenkins

Jenkins

# Thank you!

[itcraftapps.com](https://itcraftapps.com)

