

Northwind Hiring

# Hiring process at a glance

A two-page summary of how our hiring process works, what each stage looks for, and the typical timeline from application to offer.

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## Our principles

We hire deliberately. Our process is built around three commitments to you: speed, where every stage has a published target turnaround; transparency, where you see who you will meet, what we are evaluating, and the prep we expect you to do; and reciprocity, where every interview is a two-way conversation and your questions are treated as seriously as our own.

## Stages, in order

### 1. Application review

Owner: the hiring panel. Typical turnaround: three working days. We read every application against the role brief published on the job page. If we move forward, your recruiter contacts you to schedule the Recruiter Screen. If we do not, you receive a written response with at least one specific reason — never the generic boilerplate.

### 2. Recruiter Screen

Owner: your recruiter. Format: a thirty-minute video call. Typical turnaround to the next stage: three working days. We use this conversation to understand your motivation, your context, your compensation expectations, and your timeline. You should leave with a clear picture of the role, the team, and what the rest of the process looks like.

### 3. Code Test

Owner: the hiring manager. Format: a timed practical, submitted asynchronously. Typical turnaround for our review: seven working days. The brief, time budget, and evaluation criteria are shared in advance through your candidate portal. We score the test against a published rubric and at least two engineers review independently to reduce bias.

#### 4. Technical Interview

Owner: a senior engineer on the team. Format: sixty minutes via video. Typical turnaround: three working days. This is where we explore the depth behind your code submission and how you reason about systems, trade-offs, and ambiguity. The first fifteen minutes uses your code test as the discussion prompt; the rest is a structured conversation on the topics surfaced on your portal.

#### 5. Team Interview

Owner: the team you would join, including a cross-functional partner. Format: sixty minutes via video, panel format. Typical turnaround: three working days. We evaluate collaboration, leadership posture, and the texture of how you work with people who are not engineers. Your future peers are in the room because the decision is theirs as much as ours.

#### 6. Offer

Owner: the hiring manager and your recruiter. Format: a thirty-minute call to walk through the offer in full. Typical turnaround: forty-eight hours. We share the full package in writing, including salary, bonus structure, share scheme if relevant, benefits, and start date. We answer every question in that call; nothing is left to read between the lines.

## How long it takes, end to end

From application to offer, our published target is twenty-one calendar days. The most common reason a process slows down is candidate availability, which we accommodate without prejudice. If we are running behind on our side, your recruiter tells you why and what the new target is, in writing.

## Adjustments and accessibility

We adjust any part of the process — format, timing, communication channel, environment — to match how you do your best work. Tell your recruiter what you need; you do not need to share a diagnosis or a reason. We will say yes to almost everything and explain the alternative if not.

## What we will not do

- We will not ask for unpaid take-home work beyond the published code test brief.
- We will not ghost you. Every stage ends with a clear next step or a clear no.
- We will not negotiate against another offer you do not have. If you have a competing offer, we treat that as one input among several.
- We will not test for culture fit — we test for culture add against an explicit rubric.

## Where to ask questions

Your recruiter is your single point of contact through the whole process. Any question — about a stage, about feedback, about your offer, about whether Northwind is the right place for you — goes to

them first, and they will either answer it themselves or route it to the right person on the panel.