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The Bending Spoons Selection Process

A Guide for Candidates

Introduction

If you're reading this, you're likely considering applying for a role at Bending Spoons. Or maybe you've already applied and want to better understand what to expect from the process. While the specifics may vary slightly by role, this guide will give you a clearer picture of what lies ahead.

What we look for in candidates

The goal of our selection process is to determine whether a candidate has what it takes to become a strong performer at Bending Spoons within a reasonable timeframe.

Your current expertise certainly plays a part, but your long-term potential is a far more decisive factor. That's why we pay close attention to how quickly a candidate can acquire new skills and adapt to the challenges they're likely to face in our fast-paced, ever-changing environment. So don't hesitate to apply for any role that resonates with your interests and motivations, even if your current skills don't exactly match the job description.

How we set up our selection process

Before we start recruiting for a role, we identify the most important traits an outstanding candidate would possess. Then we design the process to evaluate those traits as accurately as possible.

The process is set up in the following stages, with each building on the previous one.

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Screening

Whatever role you apply for, it all starts with the application screening process.

It’s best to keep your CV short and to the point. You should include your most relevant academic records, professional experience, personal pursuits, and achievements. Whenever possible, support your profile with quantitative information, such as your GPA, graduation grade, GMAT or SAT score, and similar metrics.

A cover letter isn't always required, but we generally appreciate one. If you write it, we suggest highlighting your best qualities, your motivation for joining Bending Spoons, and why you're excited about the role you applied for.

Tasks

If you pass the screening, you'll be invited to take on a few tasks. They’re designed to help us build an understanding of your potential fit with both the role and the company.

Depending on the role, you may be asked to take on a combination of the following types of tasks:

- **Problem-solving.** These assess how quickly and effectively you can make sense of unfamiliar problems. These tasks may not always appear directly related to the role you applied for, but we’ve consistently seen the ability to solve them correlate strongly with success at Bending Spoons.

- **Behavioral.** These assess additional qualities we value highly, such as ownership, commitment, ambition, and the drive to pursue exceptional results as part of a team.

- **Role-specific.** These assess your expertise and potential in the specific role you applied for. What matters most is how fast you grow, not where you start. Still, we need a clear picture of where you are today to gauge how soon you could contribute independently at Bending Spoons.

Before starting the tasks, please read the instructions carefully. They describe in detail what we'll be evaluating, which external tools you're allowed to use, and whether the task will be proctored. If a task is proctored, we may record and review your screen activity and webcam feed to help ensure a fair process

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for all candidates. When that's the case, we'll clearly inform you beforehand.

The number of tasks varies depending on the role and your profile, since we tailor the process to the specific traits we want to evaluate. In total, candidates typically spend anywhere from one to six hours completing the tasks, usually spread across multiple rounds—each one designed to help us assess your fit for the role in progressively greater depth.

Interviews

The number of interviews varies by role, but you can typically expect two or three. Just like with the tasks, this stage may include problem-solving, behavioral, and role-specific interviews, as well as combinations of these formats. Along the way, you'll have the opportunity to meet at least a couple of Spooners. We'll always let you know in advance who you'll be speaking with and what to expect from each conversation, so you can prepare questions to ask them. An interview is a two-way conversation: an opportunity for us to get to know you, and for you to learn more about the company. So make the most of it—ask questions, dig into the way we work, and hear directly from the Spooners you're going to meet. We're not looking for people who are perfect in every respect, so there's no need to put excessive pressure on yourself if you misspeak or don't have an ideal answer.

We strongly value honesty, and we won't extend an offer if we determine that a candidate is misrepresenting accomplishments or overstating contributions.

Reference check

Near the end of the process, we may ask you to provide references—people who have worked or studied closely with you and can share firsthand insights about your work and collaboration style. Choose people who know your work well enough to discuss it in detail: ideally, these would include senior colleagues, managers, professors, or thesis supervisors.

Final decision

To keep arbitrary choices and personal bias out of the process, every hiring decision at Bending Spoons is made by a hiring committee. We always try to move as quickly as possible, but as we aim to give every

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application the consideration it deserves, these conversations can sometimes take time. We'll do our best to keep you updated on timing and next steps.

Once a decision has been made, whether positive or negative, we'll share it with you. If your application is unsuccessful, you're welcome to reapply after at least a year—both your skills and our needs will likely evolve in that time. So don't give up and keep working hard!

How we support candidates

We know our selection process asks a lot of candidates, so we've made sure the appropriate support is in place at every stage.

Candidate support managers

As you advance through the process, you'll be assigned a candidate support manager—your dedicated point of contact who will help coordinate next steps, provide updates on timing, and answer any questions you might have.

Given the high volume of applications we receive, candidate support managers are usually assigned after the initial stages of the process. If you need assistance in the meantime, your application portal will point you toward the relevant resources and support channels.

Accommodations

Accommodations for disability and neurodivergence are available throughout every stage of the selection process. If you require any accommodations, please let us know as early as possible by filling out this form.

If something comes up after you've already started the process, please reach out as soon as you become aware of it. Requesting accommodations won't affect your chances of success. It simply helps ensure you can participate in the process on equal footing and perform at your best.

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Feedback

We appreciate the time and effort candidates invest in our selection process, and we wish we could provide feedback to everyone who applies. Unfortunately, due to the high volume of applications we receive, we're only able to provide feedback to candidates who reach the final stages.

How we handle candidates' data

We value your privacy. We keep your data secure and accessible only to a restricted group of employees involved in the selection process and trusted service providers who support us. For more information about how we process your data, the tools we use, including AI-supported ones, and your rights, check out our Privacy Policy.

Conclusion

Our selection process is demanding, and we don't take for granted the effort candidates invest in it. We're constantly refining our approach based on experience, feedback, and technological developments. So if you spot anything that could be improved, please share your feedback directly with your candidate support manager or through our application portal.

Thanks for taking the time to read this guide. We hope it gave you a clearer understanding not only of how our process works, but also of the reasoning behind its design. Best of luck with your application!