

# The Bending Spoons Recruiting Process

A guide for applicants

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## Introduction

If you're reading this, chances are you're considering applying for a role at Bending Spoons. Or perhaps you've already applied and are curious to learn more about how the process works.

This document will help. It's a general guide, so **please note that the specific role you're interested in might have a slightly different process.**

Thanks for considering Bending Spoons!

## What we look for in applicants

Our recruiting process aims to establish whether you have the characteristics that would enhance your chances of becoming a great performer in our company within a reasonable timeframe.

We want to work with people who can provide—or who'll be able to provide in the not-too-distant future—high-quality solutions to the problems they're likely to face in their role, and do so in a high-pace environment. That includes having what it takes to solve new problems that require thinking differently or learning new skills.

That's why, during our assessment, **we tend to focus at least as much on understanding how fast the person will learn and what diversity of perspectives they'll bring as on understanding what they currently know.**

Don't get us wrong—your current expertise is certainly very important to us. Bending Spoons is home to many seasoned professionals with standout track records. But your long-term potential can be at least as decisive a factor as your current expertise. Therefore, we encourage you to apply for any role that chimes with you, without worrying too much about whether you currently have all the required skills.

## How our recruiting process works

Before we start recruiting for a role, we try to establish what an outstanding applicant's most important characteristics would be. Then, we design a process that attempts to evaluate these characteristics.

Of course, we learn mainly by doing—and we're bound to get some things wrong. Perhaps, while reading our role descriptions, you'll feel some of our assumptions might be improved. There's every chance you're right—it's a never-ending process of refinement. Your feedback is welcome!

## The screening

Whatever role you apply for, it all starts with screening. **We recommend keeping your CV short and simple.** Include your most relevant academic records, professional experience, personal pursuits, and achievements.

**We generally appreciate a cover letter.** If you write one, we suggest highlighting your best qualities, the achievements you're most proud of, your motivation for joining Bending Spoons, and why you're excited about that specific role.

## The tests

If you succeed at the screening phase, a member of our Recruiting team will reach out to you via email and invite you to take on a few tests (sometimes also referred to as *challenges*).

(Sidenote: Some companies do a phone screening interview before inviting applicants to test. We know that applicants tend to prefer this approach. However, over time, we've seen how these

interviews are often ineffective at determining an applicant's actual ability and introduce more bias than tests do. Perfectly capable applicants who aren't skilled self-promoters can be undeservingly rejected. **Therefore, we find that tests make for a more effective first filter.)**

For most roles, you'll likely face problem-solving tests at some stage of the process. **These tests might not even appear strictly related to the role you applied for.** That's no accident—we're trying to assess how effectively and quickly you can make sense of unfamiliar problems, a characteristic that we've seen over the years correlate well with performance at Bending Spoons.

Besides general problem-solving tests, it's also likely that we'll ask you to solve problems that demonstrate your expertise in the specific role you're applying for. We may need to know your current level so we can determine if there's a path towards your making a significant contribution at Bending Spoons within a reasonable timeframe.

Additionally, you'll likely face some behavioral tests. Apart from the capacity to solve problems logically, we also highly value a number of other qualities—like your creativity, commitment, passion, and selfless desire to achieve exceptional results with your team.

When approaching our tests, be sure to read the instructions carefully before starting. We describe what we'll be evaluating in detail, and **we don't evaluate anything other than what's declared in the instructions.** Again, if you have any doubts or queries, don't hesitate to reach out to your recruiter.

## The interviews

Interviews vary in number and time, depending on the role you're being considered for. We conduct behavioral interviews, problem-solving interviews, technical interviews, and mixes thereof. You're likely to meet at least a couple of Spooners, and probably more. Your recruiter will let you know exactly who and what to expect.

**We design our interviews to limit human bias.** For example, we do so by restricting the interviewers' discretion in terms of asking off-the-cuff questions. When answering, it's beneficial to come up with specific examples to support your responses.

**We always appreciate candor and sincerity**—put simply, an offer isn't forthcoming for anyone we determine to be making up accomplishments or embellishing contributions. Rest assured, we neither seek nor expect people who are the finished article in every sense, so don't work yourself up into a nervous wreck or berate yourself if you misspeak. Remember, the interviewers were also, at one time, on your side of the table. We're not trying to catch you out.

The main goal of our interviews is to understand if we'd enjoy working together—if it's a fit on both sides. That's why they're also an opportunity for you to ask questions and get insights from Spooners.

## Accommodations

Accommodations for disability and neurodivergence are available at each stage of the recruitment process. Please let us know of any accommodations you may need in time for us to put these in place. And if you begin any element of the recruiting process—like the tests or the interview—and realize at that point that you need accommodation, please inform us as soon as you become aware. We understand that it may be difficult for you to predict whether or not you will require an accommodation, so. If you're not sure, you can email [accommodations-ext@bendingspoons.com](mailto:accommodations-ext@bendingspoons.com) for confidential advice. Asking for accommodations won't affect your chances of success. It will just give you a level playing field and the opportunity to perform to the best of your ability. If you need any assistance or accommodations, please let us know at [accommodations-ext@bendingspoons.com](mailto:accommodations-ext@bendingspoons.com).

## The final decision

After all this testing and interviewing, you might be wondering how we decide whether or not to extend you an offer. **To limit arbitrariness and human bias, Bending Spoons' hiring decisions are made by a hiring committee.** A member collects and circulates all the info on applicants who have reached the final stage of the recruiting process, and the committee gets to work.

Even though we try to be as fast as possible, **please be aware that it can take us a while to ponder the decision.** Throughout the whole process, your recruiter will always strive to keep you in the loop. Once the decision's been made—be it positive or negative—they'll return to you right away with the verdict.

## Feedback

At Bending Spoons, we recognize the importance of giving and receiving feedback. **Unfortunately, due to the high number of applicants, we can only provide detailed feedback to those reaching the final stages of our recruiting process.** However, if you didn't make it that far, we'd still be happy to share some general info on where things weren't ideal and what we liked in other applicants. Just ask your recruiter.

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**We're always seeking ways to improve our recruiting process, so we'd also appreciate any feedback you might have for us.** Again, please direct feedback to your recruiter.

Thanks for taking the time to read through this—we hope you now have a clearer understanding of our recruiting process, and, most importantly, why we do things the way we do.