

Hiring Overview and What to Expect

GBatteries' hiring process

Thanks for your interest in considering GBatteries as a potential employer. We know that there are a lot of great companies out there, and we're excited that you're thinking of working with us.

We care a lot about who we hire. As a reflection of this, we have a multi-step recruitment process that requires a significant time investment from both sides. It's an important decision for everyone, so we want to make sure that as we get to know you, you also have plenty of opportunity to get to know us and the role.

Our recruiting process involves seven stages

1. **Submit your application:** Our talent team reviews applications to screen for a variety of criteria and sets up initial conversations.
2. **Initial discussion:** You'll have a video call with the hiring manager, so they can get to know you and see if you have potential to be a great addition to the team. This also give you the opportunity to learn more about the role.
3. **Technical discussion:** You'll have a video call with one of your potential teammates to dig a little deeper into your specific background, experience, and expertise. This step may also include a short take-home project based on the type of work involved within the role.
4. **Meet the team:** Here we'll dive deeper into your experience. You'll meet one to three more of your potential teammates, to dive into more questions around your background and experience. As always, here's a great time to ask any and all questions you may have. We want to make sure GBatteries is the right place for you!
5. **Final chat:** Meet with a member of the founding team for a final conversation. Here we'll focus more on your personal journey and how to best set you up for success.
6. **Reference checks:** We ask to chat with three references. Preferably, at least two should be previous managers.
7. **Offer:** We make an offer to the candidate we believe is the best addition to our team!

Moving forward in the recruitment process

We receive hundreds of applications for every job position. Statistically, about 10-20% of candidates are selected by our team for an initial discussion. While we're not able to reach out to every applicant, our team will contact you if your skills and experience are a strong match for the role.

In order to assist you in moving from the initial discussion to the technical discussion and further on, we want to help you understand the process and to know what to expect. That being said, this is a two-way relationship – You should be interviewing us as much as we're interviewing you!

What to expect during the Initial Discussion (stage 2)

Throughout the recruitment process, we want you to feel comfortable and for you to feel like you've presented yourself well. To help you out, this guide explains what to expect and how to prepare for the initial discussion.

The initial video call will take approximately 30 minutes, but can run a bit shorter or longer. The conversation will start with a brief introduction of GBatteries, followed by an overview of the role, and a dive into your past experience. At this stage, we're looking to determine your compatibility for the position and overall fit within GBatteries.

How to prepare

This stage of the process is a conversation, not a formalized interview.

As such, we want you to give some thought to the following questions before the call; however, there's no need to rehearse answers – the primary goal here is to understand a bit more about you, your experience, and what you're looking for. Please come prepared to talk about your background and details of past experience.

Some questions we may pose include:

- Why are you interested in GBatteries?
- What you're looking for from a new company?
- What you have done in past related roles? (diving into the details)
- How do you see your career progressing?
- How do you feel about working in a fast-paced environment?

You should also feel comfortable to come with questions for us. Think about what's important to you in a job, what you'd like to see in a work environment, and what things you'd like to avoid. Feel free to ask about our culture, goals, team dynamics, and values, or anything else you're curious about.

How you're evaluated

We aim to hire people who are genuinely interested in GBatteries and the work your role involves, and we evaluate applications based on a job-specific rubric.

In addition to the technical skills required to do the job, here are some things we look for in the initial discussion:

- **Entrepreneurial spirit:** Do you want to be part of a company that is changing the world? Could you thrive in an early-stage startup where you can make a big impact?
- **Eagerness:** Are you keen to be an expert in your field? Are you thinking about career growth?
- **Curiosity:** When you encounter a problem, do you want to get to the bottom of it? Are you looking for more challenging projects to work on?

Thank you again for your interest in GBatteries! We look forward to getting to know you.