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## **Online Recruitment: What You Didn't Know About Hiring Remotely**

A few lessons from 18+ years of building a fully remote company at Nozbe — and why recruiting for a remote team is completely different from traditional hiring:

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## **New opportunities**

- 👉 Get talent from anywhere in the world
- 👉 Access to people from various cities or countries
- 👉 You support local communities.
- 👉 Remote work attracts people who value flexibility and work-life balance.

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## What Do We Look for in Candidates?

- ✓ Self-discipline,
- ✓ Written communication,
- ✓ Independence,
- ✓ Ability to work asynchronously,
- ✓ Good time management.

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## ⚙️ Our Recruitment Process – Step by Step

1. Detailed job description.
2. CV + cover letter — are they customized or generic?
3. Additional info via Google Form.
4. Video interview with manager.
5. Test task
6. Job offer + talk with the CEO.

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## 🧐 What We evaluate:

- 👉 Skills, experience (CV)
- 👉 Personalized cover letter
- 👉 Written communication style
- 👉 Engagement, responsiveness, proactivity
- 👉 Online interview energy + value fit

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## **Trust or Control?**

**?** Common question from candidates: *How do you monitor work?*

 Answer: We don't. Trust > Control.

 Work quality reveals itself over time.

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## 😲 The „Culture Shock” Factor of a non-traditional company?

- 👉 No constant supervision,
- 👉 Asynchronous communication,
- 👉 Respect for focus and time,
- 👉 Friendly atmosphere, even when working apart.

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## 👉 Integration & Relationship Building in Remote Teams

- ✓ Great onboarding materials,
- ✓ Documentation,
- ✓ Dedicated buddy,
- ✓ Warm, supportive team vibe.
- 😊 Annual company meetups, fully funded

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## Summary & Tips

- ✓ Hire for autonomy
- ✓ Prioritize writing skills and async work ability.
- ✓ Use simple tools (we use Nozbe! 😊).
-  More details in our #NoOffice podcast:



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