

• THE HIRING PROCESS

We hire for ownership, not obedience.

How we find people who build, score them against a benchmark fixed before the role opened, and give everyone a real answer. Every step, including the one where the process makes you wait.

[EKIRE.NET/HIRING-PROCESS](https://ekire.net/hiring-process)

GRIEVANCES: [GRIEVANCE@EKIRE.COM](mailto:grievance@ekire.com)

We have sat on the other side of the table too

A lot of us have sent applications into a void, sat through three rounds only to hear nothing, or got a rejection that explained nothing at all. That frustration is not abstract to us. It is what shaped every step in this document.

THE OLD WAY	HOW WE FIXED IT
Applying into silence	You always hear back, and always know what happens next.
Vague, copy-paste rejections	Real feedback, mapped to exactly where you stood.
Weeks between interview rounds	Book your own interview the moment you clear the cutoff.

What we actually reward

01

Ownership over instruction

You get authority to build, not a checklist to follow.

02

Merit over tenure

Performance decides your growth, not how long you have sat in the chair.

03

Speed with respect

We move fast on decisions, and we move fast on your time too.

04

Honesty over comfort

We tell you where you stand, even when it is not the answer you wanted.

The way we hire reflects the way we work

Our culture rewards people who take a problem and build the solution themselves, so the process is built to find that rather than to filter for polish. Three commitments hold it together.

01

Objective scoring

Every candidate is measured against the same benchmark. Merit decides the outcome, not who you know.

02

Real feedback

You always learn where you stood, and what would have moved the needle.

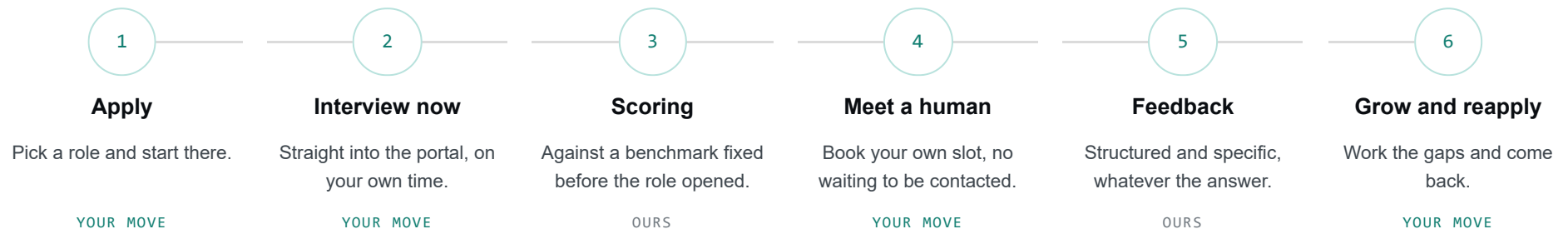
03

Room to reapply

A closed door today is not final. Work on the feedback and come back for the next opening.

Six steps, start to finish

Every step says whose move it is, so you always know whether you are waiting on us or we are waiting on you.



• STEP ONE

01 • Apply to an open role

Start where you actually want to work

Every open role lives on the careers page with a description of what you would own, not a list of buzzwords. Find one that fits and start there. If nothing fits today, write to us anyway.

EXAMPLE

OPEN ROLE

Product designer

Remote • Full-time

Own the design system end to end. Ship, then iterate on what you measure.

Interview now

• STEP TWO

02 • Interview now

One tap, straight into the interview

Tap it on any open role and you go to the interview portal. No scheduling back and forth, no waiting on a recruiter's calendar: a structured interview built for that role, taken on your own time.

100%

of candidates for a role take the identical structured interview

No exceptions

• STEP THREE

03 • Scoring

A score you can check, not a gut feeling

Scored against a fixed benchmark built for that role, the same way every other candidate is measured. No panel mood, no first-impression bias, no advantage for whoever interviewed last on a Friday afternoon.

✓ Consistent benchmark

✓ No panel bias

✓ Role-specific criteria

EXAMPLE

YOUR SCORE

87

CUTOFF 75+



The cutoff is fixed per role before anyone applies, and it does not move once applications open.

• STEP FOUR

04 • Meet a human

Clear the cutoff, and book the next step yourself

Score above the cutoff and you do not wait to be contacted: you get a link to book a slot on a real person's live calendar. This is the one step that does not scale, and we would rather say so than pretend otherwise.

8 / 10

shortlisted candidates who can book a slot before a role pauses

Everyone still waiting is emailed

WHERE THE PROCESS MAKES YOU WAIT

Each role has a fixed number of shortlisted candidates who can book. Once that number is reached the role goes on hold for scheduling, and every shortlisted candidate still waiting is emailed to say so. Nobody is left guessing.

• STEP FIVE

05 • Feedback

Not just a rejection. A reason.

Whatever the outcome, you get structured feedback mapped to the areas the role needed. Not a form rejection, not silence.

Strengths

The parts of your interview that met or beat the benchmark, called out clearly.

Gaps

The specific areas that pulled your score down, explained plainly rather than vaguely.

Next steps

What to work on if you want to come back stronger for the next opening.

- STEP SIX

- 06 • Grow and reapply

A closed door today is not a closed door forever

If you do not clear the bar this time, that is not the end of it. Work on the gaps we point out and reapply when a matching role opens. The benchmark does not remember your last attempt.



The traits that predict success here

The benchmark handles the skills a role needs. These are what it is built to find underneath them.

01

Bias for action

You would rather try something and adjust than wait for a perfect plan.

02

Comfort with ambiguity

Unclear problems do not stall you, they interest you.

03

Ownership mentality

You treat a problem you noticed as a problem you will solve, not flag and forget.

04

Hunger to improve

Feedback moves you forward instead of putting you on the defensive.

We hold ourselves to the same standard

A process is only as fair as what happens when it gets something wrong. Two things exist for that.

Grievance redressal

If it felt unfair, tell us directly

Write to grievance@ekire.com. It is reviewed independently of the hiring team for that role, so the people whose decision you are questioning are not the people reviewing it.

Published bias audits

The scoring is checked, not just trusted

We publish our AI bias audit research openly, so the system that scores you is answerable to outside scrutiny rather than being a black box we alone vouch for.

• THE PROMISE

What we promise, whatever the outcome

- ✓ We respond to every application. No black hole.
- ✓ You always know where you stand and what happens next.
- ✓ Feedback is specific to you, never a template.
- ✓ A no today comes with a real path to a yes later.

• START HERE

This is how we find people who build, not follow.

Objective scoring, honest feedback, and a real path back if you do not make it the first time. That is the standard we hold every hire to, starting with the first click.

See open roles at ekire.net/careers

Grievances: grievance@ekire.com