

Flippa

Working at Flippa - our recruitment process

At Flippa we believe that being able to attract, hire and retain talent is critical to our overall success. Our recruitment process consists of 6 stages, we've outlined these below so you can know what to expect when applying for a role at Flippa.

1. Initial Screen

If you have applied for one of our Austin or remote based roles, you will be invited to respond to a video interview through our provider [Vieple](#) at a time that suits you. First you will be greeted with a video from our hiring manager talking about Flippa, our culture and the opportunity available. You will then be asked a few questions giving you a chance to introduce yourself and elaborate on your experience.

For all other roles, you may be invited to have an initial discussion with someone from our People & Culture team. Beforehand you will receive some materials including a job description and company values so that you can get a sense of the culture at Flippa.

2. Interview with the Hiring Manager and team

This next stage is a chance to meet with the hiring manager and a Flippa team member. This gives you an opportunity to ask plenty of questions about the role and Flippa. We will also be keen to hear more about your background and experience and how you might be a good fit for Flippa.

3. A test

For most of our roles at Flippa, you can expect a test to get a feel for your technical

expertise. If you are an engineer, this will involve a coding test which you complete within a set timeframe, followed by a pairing session.

For Product, Design and Marketing you may be asked to complete a challenge that includes a presentation component.

Our Customer Support and Sales roles also include a simple Q&A relating to easily found documentation on our website which simulates how you would respond to our customers.

4. Interview with our CEO

The final interviewing stage is with our CEO, giving you greater insight into the company vision, mission and objectives. Culture and team fit is hugely important and you can expect to discuss your preferred ways of working. While we want to know if you will be great for Flippa, this is as much about Flippa also being a good fit for you and we encourage you to ask plenty of questions.

5. Occupational Personality Questionnaire

To get a greater understanding of your preferred working environment, we may ask you to complete an online Occupational Personality Questionnaire (OPQ). This questionnaire takes about 20 minutes to complete and gives us an indication of your preferred behavioural traits in certain occupational settings.

The key insights from this questionnaire are particularly useful when considering a tailored onboarding and induction program, helping us to ensure you are set up for success from day 1.

6. Professional References

Finally, you will be invited to provide up to 3 professional references so that we can understand more about your previous working experience and any insights that help us to ensure we provide you with resources to assist in getting up to speed on the job.

Accepting an Offer

After successfully completing the recruitment process, your interviewers will consolidate feedback and if there's a good fit between your skills and experiences with the open role we will extend an offer.

Pre-boarding and Onboarding

Once you've accepted the offer, our Head of People & Culture team will step in to help guide you through the necessary steps leading up to your first day.

This will include an email to onboard via our HR portal - Employment Hero or Gusto (US employees). You can also expect to receive prompts to arrange your IT access including email and slack.

A few days out from starting, you will receive an outline with what you can expect for your first week at Flippa. Day 1 usually allows plenty of time to get set up and settle in, spend plenty of time with your manager, meet the team and ensure you are across recurring team meetings and rhythms.

As the week progresses you will be invited to a series of one-on-ones and more in depth role overviews from our key team members and departments.

We also like to allow some space for you to determine where you see some gaps, allowing us to organise additional meetings or system overviews to help you.