

RECRUITMENT PROCESS AT CROPX

At CropX, we value your experience as a candidate and aim to provide an enjoyable journey throughout the hiring process. To ensure your comfort and understanding, we have created a helpful guide to get you from your initial interview to your first day on the job.

We want you to be yourself and learn about us as much as we want to learn about you. Let's embark on this journey together!

OUR RECRUITMENT APPROACH

We believe in getting to know you as an individual, and recognizing the value you can bring to our team. Our recruitment process focuses on understanding both your professional skill set and how well you align with our company culture.

We are committed to conducting this process with efficiency and professionalism. We prioritize timely updates and clear communication, ensuring you are well-informed at every step. We value your time and provide a positive and transparent recruitment experience.

OUR RECRUITMENT PROCESS

First step – **Apply** - You can easily apply at www.cropx.com/careers or through a direct employee referral.

- 1. First screening** – This screening determines potential fit. We'll invite you for a short phone call or video chat where we'll provide a full picture of the position and our company. We'll get to know you briefly and see if it is appropriate to move to the next step.
- 2. Onsite interview / Video interview**
Depending on location, candidates will be invited to a face-to-face or a video interview that takes up to an hour. It will include professional knowledge questions, and questions about your aspiration and motivation. During this meeting you'll have the opportunity to ask questions about the role and the company.
- 3. Home assignment**
For some of the roles, our next step will be a home assignment to test your expertise and approach. An average task should take no longer than three hours, in total.
- 4. References**
We take this step very seriously; we'll conduct reference checks to see how your past teammates and managers describe working with you. This allows us to get another perspective about your fit for the position and CropX culture.

5. Meeting with team members - optional

Our next step will allow you to get exposure to the team, culture, and day-to-day work. We'll invite you to meet with teammates and colleagues and provide a chance to ask questions about the role and working at CropX. For a remote role, this will be a video meeting.

6. CEO interview

The final interview is the final step, A face-to-face or video meeting with CropX CEO. This is a great opportunity to get a high-level overview from the CEO and ask any questions.

7. Decision & offer

If we decide to extend an offer, we'll call you with the great news! During this conversation, we'll discuss the offer and send it to you by email so you can review, sign and send it back.

HOW TO PREPARE

To prepare for the interview process, we recommend researching CropX and familiarizing yourself with our mission, products, and industry trends. It's helpful to review the job description and align your experiences and skills with the requirements. Additionally, prepare examples that demonstrate your relevant accomplishments, challenges you've overcome, and how you work in a team or independent setting. Being prepared to ask questions about the role, the team, and the company will also show your interest and engagement.

Here are helpful links that will give you an insight into our company.

- [CropX Website \(Stories, Resources\)](#)
- [CropX YouTube Channel](#)
- [Recruiting Video](#)
- [Office Renovation](#)
- [Facebook, Twitter, LinkedIn](#)
- CropX in the News
 - <https://youtu.be/3GH6Lvu7J1g>
 - https://www.youtube.com/watch?v=BCL_fb4mRQI

FINAL RECOMMENDATIONS

Be On Time: We certainly value your time, so we expect back is that you will arrive on time. If for some reason you are late or cannot come, please update us.

Be Engaged: Think in advance about the questions you'd like to ask us – We do love good questions.

Be honest: We want you to share your concerns and thoughts with us.

We appreciate feedback: Don't hesitate to share with us any feedback you have.

And don't forget to smile :)