

How we recruit team members

Types of recruitment process

The recruitment process varies depending on the type of engagement:

- Employment contracts and internships
- Self-employed contractors (“Partita IVA”)

Employment contracts and internships

The recruitment process for **employment contracts** and **internships** works as follow:

APPLICATION: Please, fill in the application form to start the process!

ONLINE SCREENING: Initially, you will receive a screening questionnaire, along with a request to record and upload a 60-second video introduction explaining why you're an ideal candidate for this role. Following this, we will schedule a 30-minute online screening video interview.

FACE-TO-FACE INTERVIEWS: Successful candidates from the screening stage will be invited to participate in a number of face-to-face interviews. These interviews, held on-site in Padova, will involve assignments and tests.

REFERENCE CHECKS: We will make contact with your references to get more information about yourself.

WELCOME AND ONBOARDING: We are excited to welcome you to our team! A formal onboarding programme will guide you through your new job: training sessions, on-the-job training, job shadowing, assignments, and exciting opportunities to connect with your new team!

Self-employed contractors (“Partita IVA”)

The recruitment process for **self-employed contractors** works as follow:

APPLICATION: Please, fill in the application form to start the process!

INITIAL MEETINGS: We begin by conducting interviews and initial discussions with interested candidates, allowing them to showcase their expertise and past projects. Candidates have the opportunity to understand Teachersrise's business objectives and goals.

QUOTATION: Candidates submit quotations or proposals outlining their approach. Proposals include details such as scope of work, deliverables, timeline, and pricing structure.

DISCUSSION MEETINGS: We will hold follow-up discussions to further evaluate candidates' fit for the role.

CONTRACT: Upon successful evaluation of candidates' proposals and discussions, selected candidates will be provided with a written contract agreement to ensure clarity and mutual understanding of expectations.