



By

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The hiring process can be overwhelming and sometimes confusing for candidates, so how do we help make it a bit more bearable? At Blink, our application and interview process is transparent and human-centered, with a standardized approach and high-touch communication with our recruiting team.

In this article, we share tips for submitting your application, a breakdown of our interview timeline, and frequently asked questions to help you navigate the process.

## Before you apply

### Take time to self-reflect and learn about Blink

Being proactive in your job search is essential to the application process. Before you begin your search, think through your career goals, salary expectations, strengths you bring, and areas of growth you see ahead for you. To find out if there is a good match between your career goals and the open roles at Blink, you can set up an informational interview with one of our recruiters.

During an informational interview, you can ask about things that are important to you at your current career stages, such as work culture, internal processes, the kind of work we do, and opportunities for professional development. Remember to research Blink and review the responsibilities and qualifications in the job description.

Maintaining a positive culture is extremely important to us at Blink; be sure to read up on the unique aspects of our [company culture framework](#) and ensure they align with your working style.

### Update your résumé, cover letter, and portfolio

At Blink, a cover letter is your opportunity to shine! Remember to highlight why you're a good fit for the role and detail specific skills and successes relevant to the position.

A quick résumé tip: there's no shame in boasting about your achievements. Make sure to follow up on your accomplishments with an impact statement that explains why you did what you did and the results you achieved. Remember to keep your résumé concise and to the point.

When it comes to your portfolio, keep your projects up to date, show your end-to-end processes, and explain how you reached your outcomes. Additionally, we appreciate hearing about what you learned during the process and if there is anything you would change about the deliverable if given a chance.

Here are some additional resources for creating a memorable résumé, portfolio, and cover letter:

- [How to prepare for a portfolio review](#)
- [A guide to writing a cover letter and résumé](#)

## Your résumé is up-to-date; what's next?

Here's a breakdown of our standardized hiring process.

### Apply online

Upload your cover letter and résumé, and complete the application questions. If you have a LinkedIn profile or a portfolio, please include those as well.

If you have questions about your application status, contact one of our recruiters on LinkedIn. Keep an eye out for an email from our team to let you know whether or not we'd like to move you forward to the next step of our hiring process.

## ☐☐ **Recruiter phone screen**

If your application appears to be a good fit for the role, we'll reach out to schedule a 30-minute phone screen with a recruiter from our team. Please prepare for this interview by researching the position and bringing your thoughts and questions about joining Blink. After this screen, we'll let you know within 5-7 business days if we want to move you forward in the hiring process.

## ☐☐ **Interviews**

Now for the exciting part of the process — interviews with the team! This step typically includes meetings with a few people, and the format can vary depending on the role. For example, we may ask you to prepare a presentation showcasing past project work or to answer situational and behavioral questions to help us better understand your skills and experience.

When it comes to interviews, we generally have two rounds:

### 1. **Technical interview**

This interview is either 60 or 90 minutes, depending on the position. We aim to connect you with your core hiring team to better understand your experience and skills. The core hiring team comprises team members who will work closely with this position. Your recruiter will tell you who you'll meet with and what to expect from the interview.

Once you have completed this round, your recruiter will contact you within 3-5 business days to let you know the next steps.

### 2. **Meet with our leadership team**

The second round has two interviews. The first is a 30-minute one-on-one interview with our chief culture officer, Linda Wagener. This interview allows you to discuss Blink's culture and learn how we approach professional growth and development.

The second interview is with a relevant member of the leadership team associated with the role (i.e., if you are a designer, you might meet with our head of design; if you are a finance applicant, you might meet with our CFO, etc.).

Occasionally, we will conduct an additional interview if we have questions we didn't address in the primary interviews. Our recruiting team will keep you updated and support you throughout the process. So, continue to come back to us with questions at any time.

## **You've completed the interview process; you're almost to the finish line!**

## ☐☐ **Decision and offer**

After completing your interviews, our hiring committee meets to debrief. Our decision can take up to a week, depending on how many candidates we have in the process. Your recruiter will update you and let you know if we will be moving forward with an offer.

## **Onboarding**

Once you have accepted our offer, your recruiter will email you the following steps and ensure you have a smooth handoff to our HR and IT teams to begin onboarding. You're officially a Blinker; welcome to the team!



## Frequently asked questions

### 1. What are the characteristics of an ideal Blink candidate?

We aim to build teams of compassionate people with diverse experiences, thoughts, and skills. However, all Blink employees have a few things in common: empathy and a belief that the best experiences are built with the user in mind, a collaborative spirit, a passion for complex problem-solving, and an adaptable nature to match the ever-changing tech landscapes of our clients.

### 2. Do I need a portfolio to apply?

We do not require a portfolio to apply, but for research and design roles, it helps you stand out and demonstrate your process.

### 3. Will I need to create a presentation or participate in a design challenge?

Our interview process does not include any design challenges. For research and design roles, however, we will ask candidates to showcase some of their work in a presentation. A presentation format lets us see your storytelling abilities and time management skills, both important aspects of being a consultant.

We usually recommend showcasing 2-3 case studies from your portfolio that demonstrate your passions and breadth of skills. Please work with your recruiter to learn more about the specific requirements of a portfolio review.

### 4. Will the interview be by phone, video, or in person?

We conduct all of our interviews on Zoom. Cameras are on unless there is a specific accommodation requested.

### 5. Who will interview me?

Depending on the position and the step in the process, you could meet with several people. Our recruiting team will always let you know in advance who will be conducting the interview. In addition, we encourage you to visit LinkedIn or our [About page](#) to see photos and bios of your Blink interviewers.

### 6. Do you accept applications on a rolling basis?

We continually build our freelance pool, so we post these positions year-round. Other applications are only posted if we are actively interviewing for the role. If you're interested in a full-time job at Blink and don't see a relevant role posted on our [Careers page](#), please reach out, and we can schedule an informational interview.

### 7. How long will it take to hear back from your team?

We strive to get back to people within 5-7 business days after each interview round. Timing depends on how many candidates we have in the process; however, we aim to move quickly while maintaining a thorough and fair process.

### 8. What should I expect from the decision and offer process?

We require all interviewers to submit their feedback individually into a secure system. Once all interviewers submit their thoughts, we meet to discuss. Once a decision is made, our recruiting team reaches out to deliver an offer. This is done over the phone and allows you to ask questions before taking the time to make your decision.

### 9. How is Blink making its hiring practice equitable?

First, we have a clear job description and ensure that the hiring team and job needs are aligned. This helps us ensure that we assess everyone against the same requirements.

Next, we have a standardized hiring process. All candidates go through the same steps and meet with the same people. This cuts down on variables that can degrade the process.

In addition, all Blink interviewers undergo interview training with a heavy focus on removing bias from the interview process. We're passionate about transparency and require that each role has a clear salary band that we'll share with you at the start of the interview process.

[Read more](#) about our commitment to creating a more inclusive and diverse workplace.

10. **Does Blink host internships?**

Yes, Blink has a summer internship program. Applications open early in the year, and the 10-12-week internship usually begins the first week of June. If you'd like to stay up-to-date about Blink's internship program, please sign up for our [internship newsletter](#).

11. **Can you summarize Blink's benefits?**

Blink offers a variety of benefits to allow our employees to be mentally, physically, and financially supported. Our benefits include the following:

**Time off:** Paid holidays, paid floating holidays, and paid time off allows employees to recharge outside work. We also offer a three-month sabbatical after five years of employment.

**Healthcare coverage:** We offer medical, dental, and vision insurance; paid parental leave; Health Savings Accounts (HSA); Flexible Spending Accounts (FSA) and Dependent Care FSA benefits; and short-term and long-term disability coverage.

**Financial benefits:** Employees can access a 401(K) for retirement investing; an equitable, company-wide profit-sharing plan; and a professional development fund for growth and development.

**Flexibility:** A flexible work policy allows employees to work from our studios or home.

**Technology:** All employees receive a desk kit for work, including a MacBook

Feel free to reach out to your recruiter anytime during the hiring process to get more in-depth information on Blink benefits. [View open roles on our Careers page.](#)