



Recruitment Intern

Apply for the position

[Check out the challenge >>>](#)

The first career experience is crucial for your further professional development. Railsware offers one of the best work environments to enter the global IT industry.

We are now looking for a proactive and fast-learning Recruitment Intern to grow our global team. You'll have an opportunity to gain deep expertise in talent acquisition, sourcing, and managing hiring processes while working alongside professionals. We value flexibility. This is why we offer a flexible schedule and remote work. You can combine your internship with studies if needed.

Ready for the big step? Apply now and start your career with Railsware!

Your skills

- Fluent English (both spoken and written)
- Strong communication and interpersonal skills
- Ability to work both independently and in a team
- Learnability with a hunger for new knowledge and experience
- Attention to details and analytical thinking
- Strong multi-tasking and organizational skills
- Service orientation attitude
- Good software literacy skills

Would be a plus

- Knowledge of IT industry specifics
- Previous experience in recruitment or sales

Your responsibilities

- Work together with senior colleagues and support the full recruitment cycle
- Source and attract candidates for technical and non-technical positions
- Manage and build relationships with hiring managers and candidates
- Facilitate candidates through the recruitment process:
 - Coordinate and schedule interviews
 - Provide feedback to candidates after each step of the hiring process
 - Prepare job offers
- Maintain the recruitment database



- Assist in developing, implementing, and updating recruitment processes to provide the best possible candidate experience
- Participate in other People projects (onboarding, engagement, etc.)

Useful materials

- [How we hire globally](#)
- [Full talent lifecycle at Railsware](#) (in Russian)
- [The culture of constant development](#)
- [How we've built an efficient remote work environment](#)

About the company

Railsware is a [product studio](#). Since 2007, we have shaped our own “know-how” in product creation. Among others, we have helped Calendly and BrightBytes turn from small startups into close-to-billion-dollar companies.

Railsware products are the next step in company evolution. We have applied the best product development practices to creating our own solutions. Today, [Mailtrap](#), [Coupler.io](#) and [Smart Checklist for Jira](#) have over 800K users and generate over \$1.7M of annual recurring revenue.

People feel great here. On average, a Railswarian stays in the company for about 5 years. We support our team with outstanding benefits and remote working culture.

We look for people with high potential ready to evolve in multiple directions. The right hires shape a team of A-players to learn from each other and evolve together.

Railswarian’s Bonuses & Benefits

Flexibility

- Choose your flexible working schedule, a possibility to combine work and education
- You can work in the office or [remotely from any location](#) (70% of Railswarians work fully remotely from 8+ countries)
- You can visit [two comfortable offices](#) in Kyiv, Ukraine, and Krakow, Poland:
 - Both are equipped with modern ergonomic chairs and standing desks
 - You can always find fresh food and drinks in our kitchen

Work Culture

- Craft and quality are core principles for us. Top-notch product management approaches help us create [outstanding products](#) and provide great services both to our customers and to Railswarians



- The [culture of constant development](#) that suits each Railswarian:
 - A world-class team of [T-shaped](#) skilled professionals that share knowledge with each other

Compensation

- Railsware offers a competitive remuneration in USD

Hardware

- Railsware provides you with a hardware and software needed for work

Learn more about Railsware

- [Website](#)
- [Railsware Blog](#)
- [Clients about Railsware](#)
- [Railsware Academy on YouTube](#)