

Technical Recruiter

Apply for the position

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

Description of you

We're looking for a Technical Recruiter with a “get things done” attitude. You will be a great help in supporting Railsware growth by sourcing and hiring the most talented developers from all over the world. We are currently recruiting in Ukraine, Poland, Belarus, Kazakhstan, Brazil, Argentina (to name a few). The Railsware People team has built a highly-automated environment to help you find and select the best candidates in a data-driven way. You will get a chance to use and improve our hiring approaches, as well as boost your expertise.

Your skills

- Advanced level of English (both written and spoken)
- Extensive experience in hiring for technical positions
 - Understanding of technologies (languages, frameworks, databases, etc.)
- Knowledge of modern sourcing techniques, platforms, and tools
 - Shaping out-of-the-box creative sourcing strategies
 - Usage of various sourcing techniques (Boolean search, X-Ray, etc.)
 - Cold contacting candidates directly
- Good research skills and experience with different job promo channels
- Strong skills in profiles evaluation (based on CVs, interviews, and other research results)
- Well-structured approach to managing candidates pipeline, processes, and own projects
- Experience with ATS/CRM/HRM systems, strong software literacy
- Proficiency in Google Workspace and video conferencing tools
- Outstanding communication skills (both written and spoken)
- Data-driven approach to sourcing and hiring

Would be a plus

- Experience with developers hiring
- Power user of Google Sheets and different automation tools (see examples from [Railsware Academy](#))

- Experience in creative writing (e.g. job descriptions, emails, outreach messages, promo posts)

Your responsibilities

Position Launch

- Interview hiring managers to gather position requirements
- Define hiring strategy for various technical positions
- Prepare recruitment materials and distribute those via job platforms, social media, and other communication channels

Sourcing

- Use advanced techniques and tools to identify as many prospects as possible
- Accurately assess candidates' profiles against position requirements
- Reach out to potential candidates using different channels
- Create catchy messages to draw candidates' attention and engage them into the recruitment process
- Manage candidate pipeline and set up sourcing automations

Recruitment

- Handle fast moving environment with a big load of candidates (both inbound and outbound)
- Engage recruitment process participants to hire the best-matching candidates fast
- Take part in interviews and support all the recruitment stages
- Provide detailed constructive feedback to create outstanding experience both for candidates and hiring managers/liaisons
- Follow and improve recruitment processes
 - We love processes. Processify everything possible!
- Contribute to recruitment knowledge base and share the best approaches with the team

Onboarding

- Complete onboarding processes to create the best possible newcomers experience
- Collaborate with cross-functional teams to make sure a new Railswarian gets the needed support
- Conduct various activities to introduce newcomers to the team (customer development interviews, feedback sessions, welcome calls, etc.)

Useful materials

- [T-shape concept we use](#)
- [The culture of constant development](#)
- [How we've built an efficient remote work environment](#)
- [Benefits we offer](#)

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 \$1.7 M 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 that suit your local time
- You can work in the office or [remotely from any location](#)
- 70% of Railswarians work fully remotely from 8+ countries
 - We have a set of battle-tested approaches for remote work and collaboration
 - We allocate a separate budget to help you set up a home office (buy furniture, pay for the internet, etc.) or to rent a coworking in your city
- 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
- If there is a need, we provide support with relocation to Poland

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
 - Our team will support your constant growth via regular performance reviews, helping you shape an individual development plan, and conducting one-on-ones to exchange feedback
 - To stay competitive, we need to constantly learn new things. Railsware covers education expenses and provides you with an opportunity to visit professional conferences
 - You can contribute to the company-level responsibilities that you are passionate about, and grow beyond your role. You are the key driver of your personal growth and can evolve in a community of professionals

Compensation

- Railsware offers a competitive remuneration in USD
- Your yearly bonus and compensation depends on your contribution to company growth, personal development, productivity, and team's feedback
- As an additional financial help, we provide microcredits

Hardware

- While working at Railsware, you accumulate budget for hardware and software
- Railsware provides you with a workstation consisting of a MacBook or a PC, a top-quality monitor, as well as additional accessories such as a trackpad, mouse, headset, etc.
- Thanks to our hardware policy, you are able to work with the best equipment and regularly update it

Perks

- You have 34 paid time off days per year. There are 24 standards days and, as our team is distributed around multiple countries, you get 10 working days on top to cover public holidays (you choose when you want to take your PTO)
- We cover sick leave, but we hope you won't need it;
- Health policy budget will cover your private sports and healthcare expenses



Learn more about Railsware

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

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