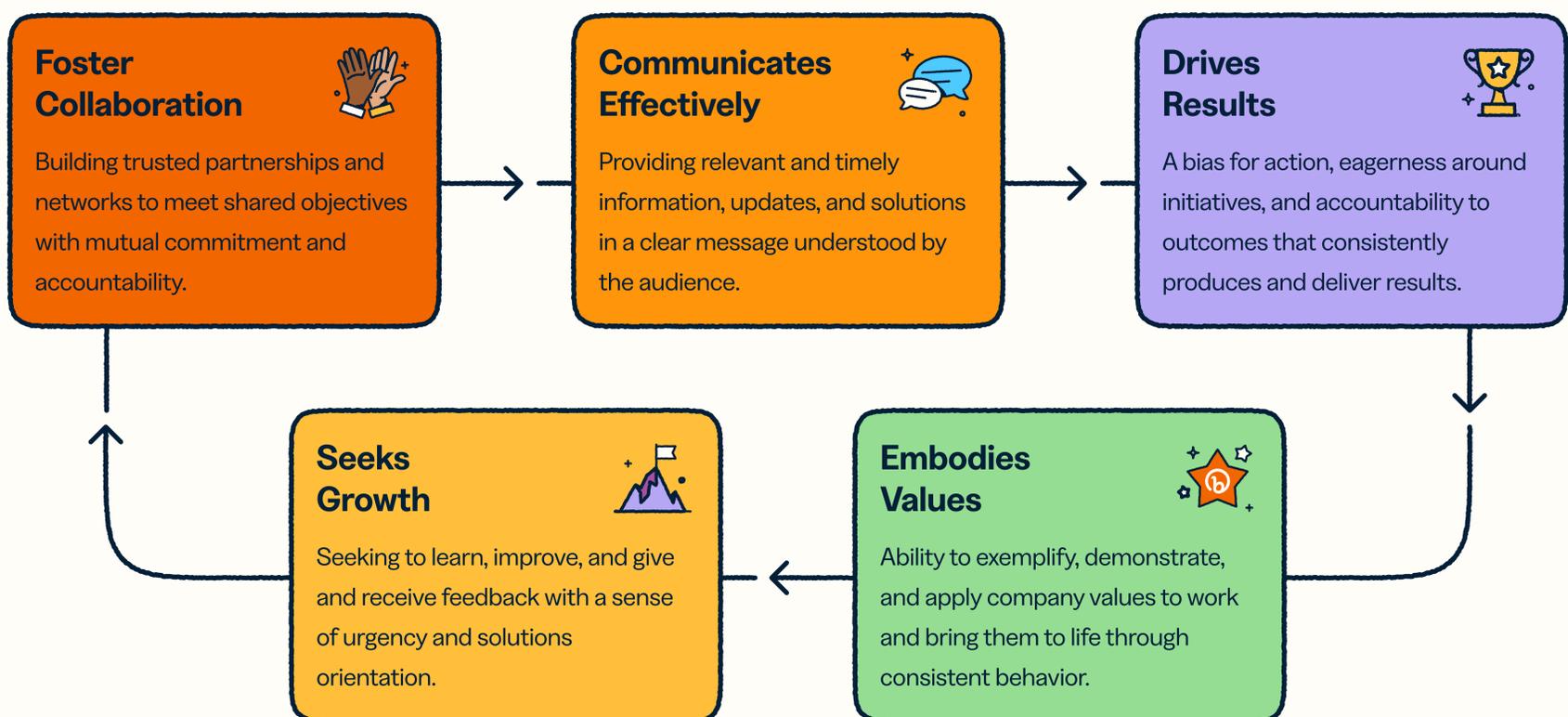




How We Hire

Our team around the world communicates effectively, fosters collaboration, and drives results. Guided by our values of inclusion, integrity, and ownership, we're committed to making connections that truly matter.

Success at Bitly is about more than technical skills. It's about how we collaborate, communicate, and grow together. Our core competencies guide how we work every day, shaping how we connect with one another and deliver impact for our customers.



We believe hiring should be transparent and approachable. Here's what you can expect in our process:

- 1. Apply** – Submit your application online.
- 2. Recruiter screen** – A conversation to learn more about you and share what it's like to work here.
- 3. Interviews & assessments** – Meet with team members through a mix of conversations and exercises. For some roles, this may include a take-home technical challenge (like a coding task or marketing presentation), which you'll then walk through live with the team.
- 4. Offer** – If it's a match, we'll work together on next steps.

Our interviews focus on technical skills, our core competencies - including AI curiosity, and our values, because success at Bitly is about more than what you know; it's about how you grow and work with others.

As part of our hiring process, we conduct routine measures to verify the authenticity of candidate applications and credentials. These steps help us maintain a fair, secure, and high-quality recruitment experience for all applicants.

More Resources

[Careers at Bitly](#)

[Preparing for your interview](#)

[Candidate FAQs](#)