Let's get to know each other

Your guide to recruitment at Ailleron

Interview Guide

ailleron

Ailleron at a glance

We create technology for the financial industry, with a particular focus on banking and leasing. We combine over 20 years of market experience with the development of innovative solutions powered by, among others, AI and cloud technologies.

Atmosphere
We are Great Place to Work.® Certified and have earned the Friendly Workplace title



We are growing stronger
250+ #ailleronExperts

Our specialization
Technologies for the Fintech sector

Continuous development
AI & Cloud are among our key growth directions

Diverse clients
We work with clients in Poland and international markets









Recruitment PRO tips

Where do we start?
We begin with a short, roughly 15-minute phone call with a recruiter. It's a chance for us to get to know each other, discuss your expectations and professional experience, as well as answer any questions you might have about the position and the company.

01

What's next?
If everything goes well after the screening call, we'll invite you to a full technical interview.

02

What do you need for the technical interview?
A computer with a camera and microphone, because it's always nice to meet face-to-face, even online. We'll send you the meeting link by email. And what about the dress code? We don't have one – wear whatever makes you feel comfortable.

03

What does the technical interview look like?
The interview is conducted remotely and usually takes around 1.5 hours. We start by telling you about the project, the client, and what day-to-day work in the team looks like. Then we switch roles and invite you to share your professional experience and expertise.

04

Who will be there?
Typically, the interview is attended by an Operational Manager/Director and a technical specialist from the team.

05

Do we conduct live coding sessions?
During the interview, we may ask you to solve a short task via chat. If you declare knowledge of a particular technology, you can expect questions related to that area. For international projects, it's worth being prepared for a short conversation in English.

06

What happens once you say YES to our offer?
On your first day, we'd like to welcome you to our office in Kraków. Before you jump into your first tasks, we'll make sure you have a smooth onboarding: we'll provide your equipment, walk you through our work culture, and introduce you to the team. From day one, you'll have our full support. Going forward, you can work remotely or in a hybrid model – whichever suits you best.

07

Check out our current job openings

Browse our job offers

See all offers

Work is not everything

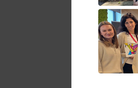
See what we offer beyond projects

80 hours dedicated to your personal development	Wellbeing initiatives, team-building activities, and events	Language classes during working hours
	Flexible working hours and workplace	Life insurance tailored to your needs
	Medical care	CSR initiatives
	Sports card	Pet-friendly office









Get to know us better and check out our initiatives

At Ailleron, growth and well-being are more than just benefits. We create our own programs and initiatives that encourage learning, self-care, and active involvement in company life.

#WELL-BEING Program

A year-round program focused on health, physical activity, and the well-being of Ailleron. Expert webinars, training sessions, challenges, sports activities, and practical knowledge. Every month, we focus on different aspects of well-being.



ALLgood app

Our proprietary app that combines engagement with fun. By participating in challenges, quizzes, activities, and special campaigns, Ailleron earn points that can later be exchanged for rewards.

Read more



Ailleron Academy

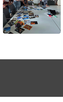
Knowledge shared by our experts for our experts. Through our internal Academy, we organize training sessions, discover new technologies and solutions, and learn from the people we work with every day.

Read more



IT' #WomanPower community

Our community supporting the development of women, knowledge exchange, and mutual inspiration. Through meetings, workshops, and sharing experiences, we create a space to build relationships, discover potential, and support each other.



#AilleronCares – We Help, Support, and Take Action

We believe that technology and business can go hand in hand with responsibility for people and the environment. That's why we actively engage in social and environmental initiatives where we can contribute not only our resources, but also the knowledge, time, and energy of our #AilleronExperts.



Green fuel for inspiration

We combine employee engagement with environmental action, planting more trees in Polish forests together.



Ailleron as a superhero

We support technology education for children and young people by funding scholarships and sharing our expertise.



Czyste tatry (Clean Tatras)

We turn mountain miles into meaningful environmental action, helping keep the Tatra trails clean together.

Contact us

Write to us

ailleron