

Interview Tips

At Justworks, we live by our values (COGIS).
Understanding what this means is just the start.



Camaraderie



Openness



Grit



Integrity



Simplicity

MORE THAN AN ACRONYM

COGIS stands for Camaraderie, Openness, Grit, Integrity, and Simplicity. These principles guide everything we do — every day, on every team, across the organization. Our values make our team special, make our product special, and define how we hire great people.

THE INTERVIEW PROCESS

The interview process at Justworks is tailored to assess your skills against the core competencies required for the role, as well as to evaluate your overall compatibility with our core values. Be prepared to demonstrate your fit in both areas using specific examples.

Getting to know each other takes time. If we advance you through the interview process, expect:



Start to finish this usually takes about a month.

All offers of employment are contingent on your ability to pass reference and background checks.