

The Consultport Selection Process

Introduction

If you're reading this, you're likely thinking about applying to Consultport, or you've already applied and want to know what happens next. While the specifics may vary slightly by role, this guide will tell you what to expect and help you put your best foot forward.

What we look for in candidates

We're a fast moving, international start up. Our process is built to find people who can perform from day one and grow with us over the long term.

Specifically, we look for:

- Reliability. You do what you say you will do.
- Drive and work ethic. You push to get things done, and you push yourself.
- Speed. You move fast and don't wait to be told what to do.
- Ownership. You bring suggestions, not just problems.
- Direct, clear communication. You get to the point, no fluff.
- Real interest in growing with us, not just a stepping stone role.

We look for a combination of strong academics and real experience working in a professional environment with expectations. Strong grades tend to show us how fast you learn, and having worked under real expectations before shows us you can handle responsibility.

How our process is set up

When we hire for a role, we identify the most important skills and traits a great candidate should have. Then we design the process to evaluate these criteria as precisely as possible.

The stages are broken down below. This is not a 1:1 guide, and steps may vary depending on the role.

Screening

The first step is answering the application questions and submitting your CV. Keep your CV to one page, and make sure it includes your academic results, professional experience, and key achievements.

Always back up your experience with hard data. For academics, we want to see your GPA, standardized test scores, and graduation dates. For experience, we like to see targets hit, deals closed, campaigns won, and other quantifiable impact.

A short cover letter is optional but helpful if you use it to tell us why this role, and why now.

We aim to get back to you within a week of your application.

If you pass screening, the next step is a short interview with our HR team. This is a chance for us to get to know you a bit better and for you to ask any initial questions about the role.

Tasks

If you pass screening, you'll be given one or two tasks tied to the role. These are either completed live with our team or on your own over the course of one to two days. They're designed to show us how you think and how you work, not to test theory. Expect a mix of:

- Role specific tasks. These show us where you stand today and how quickly you could contribute.
- Case or problem solving tasks. These show us how you approach an unfamiliar problem under time pressure.

We'll tell you upfront what we're evaluating and what tools you're allowed to use.

Interviews

Expect two to three interviews, usually with your future manager and at least one founder or senior team member for more senior roles. Interviews cover a mix of your experience, how you think through problems, and how you'd operate day to day in the role.

Know your own CV inside out. We'll ask about specifics, and you should be able to walk us through your experience clearly and to the point. We also expect you to have done your homework on Consultport and the role, and to give us specific, well thought out reasons for why

you want to join us and why this role in particular.

This is a two way conversation. Ask us about the role, the team, and how we work. We'd rather you ask hard questions now than find out the answers only after you've joined.

We value honesty highly. Be accurate about what you've done and the role you played in it. Overstating your contributions is the fastest way to lose our trust.

Reference check

For most roles, we'll ask for one or two professional references from former managers. We're not looking for academic references or references from colleagues, since managers give us the clearest picture of how you actually perform day to day.

Final decision

Decisions are made quickly by the hiring manager and founders, usually within days of your final interview. We'll keep you updated on timing throughout, and we'll always tell you the outcome, whether it's a yes or a no.

What to expect once you join

Expect about a week of onboarding before you're fully up to speed and driving your own work. We move fast, and we mean it. Flat hierarchies, direct feedback, and real ownership from day one. Growth here is earned through results, not tenure. If you like clear expectations and fast decisions, you'll do well. If you prefer a slower ramp up with more structure, this may not be the right fit, and that's a useful thing to know before you start rather than after.

How we support you

Your point of contact throughout the process is whoever ran your initial interview. They can answer questions and update you on next steps. If you need any accommodation at any stage, tell us as early as possible so we can make sure the process works for you.

We'd love to give feedback to every applicant, but with the volume of applications we receive, we can only do this for candidates who make it to the final round.

Conclusion

We built this process to find people who genuinely enjoy the work and do it well. If reading this made you more excited about joining, you're probably a good fit.

Good luck with your application!