



Before We Get To Know You

At Parity, we build technology that empowers people and communities. We don't expect you to arrive as a Web3 or Polkadot expert. What matters

to us is curiosity, openness, and a willingness to learn.

This document is here to give you a window into who we are, what we care about, and why we do what we do. We want you to start the recruitment process with context, inspiration, and insight. We hope it sparks questions,

ideas, and conversations as we get to know each other.

Parity is a place for people who dream of a more decentralized world, who are energized by technology, and who want to create tools that matter. If that resonates, you're already on the right wavelength.

Who We Are

Founded in 2015 by Dr. Gavin Wood and other Ethereum alumni, Parity started as an engineering-first collective focused on open-source innovation. From the beginning, we embraced a remote-first, globally distributed model that allows us to collaborate across borders and time zones. Originally named Ethcore, we began by building foundational technology for Ethereum. Our Parity Ethereum client quickly established us as a leader in the blockchain and Web3 space.

What We Do

We have evolved from building infrastructure for others to architecting our own ecosystem, most notably Polkadot. Partnering with the Web3 Foundation, we brought the network to life in 2020 and continue to serve as the driving force behind its technology. Our engineering teams ensure Polkadot remains at the cutting edge, scaling it into the only secure, heterogeneous sharded blockchain built to secure hundreds of specialized chains.

What is Polkadot?

Polkadot is the foundational infrastructure for a truly autonomous digital society, a Secure Social Operating System that replaces institutional trust with cryptographic proof. Technically, it functions as a "Layer 0" network, connecting independent blockchains securely to create a unified, interoperable economy. Using the Polkadot SDK, developers can launch these custom, future-proof chains in months rather than years.

We are now evolving this foundation with JAM, a successor protocol introduced by Dr. Gavin Wood that expands Polkadot beyond blockchains into general-purpose trustless computation. By building JAM, Parity is unlocking a new generation of scalable Web3 applications that are not limited by traditional blockchain constraints.



A new era:

The Second Age Of Polkadot

Polkadot is entering a period of real-world adoption, moving from protocol engineering to products, people, and participation. The next chapter for Polkadot focuses on open-source tools that enable accessible applications, privacy-preserving onboarding systems, and ecosystem solutions grounded in real human needs.

This “Second Age” transforms Polkadot from a network into a digital society: communities govern themselves, value flows directly between participants, and technology becomes a tool for everyday life, free of intermediaries or surveillance.

The Second Age Of Parity

Mirroring Polkadot’s evolution, Parity has also entered its own Second Age. After a decade focused on protocol infrastructure, we’re now focused on user-centric open-source software development, building experimental proofs of concept, tools, and simple, utility-driven architecture for the ecosystem.

Our goal is to build faster and simpler, with intention, creating open-source technology that empowers people and strengthens social contracts.

Our culture continues to evolve with this shift. We encourage experimentation, transparency, and ownership, and joining Parity now means contributing to a living, moving project. What’s stayed constant is the people: curious, open-minded, and always ready to push boundaries.

Our mission and vision

At Parity, we’re more than a tech company. We’re a platform for empowering people, shaping fairer social contracts, and advancing an open, decentralized internet. Our mission is to build technology and products that enable more and hinder less.

Polkadot’s launch in 2020 marked a major milestone in this mission. Its evolution to a nominated proof-of-stake consensus mechanism and rise as a leading interoperable network reflects our commitment to security, scalability, and usability. Today, our renewed focus is on building open-source technology and proof-of-concept tools that empower applications to touch real lives, making technology accessible, fair, and impactful.

How It Feels To Work Here

Working at Parity is about trust, autonomy, and impact. We collaborate asynchronously across the globe, giving everyone the space to contribute in a way that suits them best. At the same time, we value connection: annual retreats in inspiring locations

allow teams to align, bond, and create shared experiences.

We appreciate initiative, curiosity, and creativity. Growth is supported with transparent leveling and feedback systems, and you’ll have the tools and environment you need to

succeed. Compensation is competitive, including DOT bonuses, reflecting the value of your contribution.

Above all, we’re building a culture where people feel empowered to shape technology that makes a difference, together.



How Our Hiring Process Works

Our process is designed to be transparent, respectful, and mutually insightful. We want you to evaluate us as much as we evaluate you.

Below is a high-level overview of what our process looks like after the initial application stage. There are slightly different flows for the Operational Support and Technology departments, and some details will change depending on the exact team and level the role sits within.

1 Initial Screening

You'll meet with one of our Talent Partners for 30 minutes. We're looking for a high-level understanding of your alignment to Parity and the role. We'll explain key logistics, and you can ask your initial questions.

2 Technical Interview

You'll meet with either the Hiring Manager or a Senior member of a similar role, for 60 minutes. This call is a deep dive into your experience in and knowledge of the most fundamental requirements for this role. Engineers will usually do a live coding session.

3 Operations Roles

For some Operations roles – Take-home assignment

To go deeper than interviews allow, some roles include an asynchronous take-home assignment. This task requires approx. 60–90 minutes. In line with our async culture, there is no live presentation; instead, you will submit a slide deck or brief to communicate your results.

or 3 Technical Roles

For Technical roles – Secondary technical or Leadership interview

This is a 60-minute call with a senior member of the technical team to discuss the secondary core requirements of the role. For Leadership roles, this is when we'll dig into your leadership style and its alignment to how we work in Parity.

4 Culture Interview

A 45-minute call with a key stakeholder for the role, where you'll discuss both Parity and the specific team's culture, for you to understand how they work and for us to understand how you would add to them.

For senior-level Technical roles only

5 A Final Technical Interview

Given the importance of the senior-level roles within our technical functions, a final 45-minute interview will discuss the secondary technical requirements of the role that Leadership functions did not discuss in interview 3.

After the interviews, all candidates who have successfully reached this point will be reviewed by a Hiring Committee before a final decision is made.



Tips On Acing Your Interviews

Breathe: we know interviews can be stressful. We encourage you to take a moment to center yourself before the call so you can feel ready and relaxed. And remember, that person on the other side of the call? A fellow human who had to go through the same process as you. We are rooting for you!

Know our role: really understand the job description so you can prepare relevant examples and experiences. We'll be trying to find out how your past aligns with what we need, so having a firm grip on our job description will help you prepare. Use the STAR method to prepare for answering questions clearly.

DYOR: a phrase you'll hopefully learn because you'll Do Your Own Research! Interviewing really is a two-way street; we want you to find out whether we're a fit for you too. So do your research before the calls so you can come armed with the questions that matter most to you. And remember, a good fit doesn't only mean the role's requirements. Learn about how we work at Parity and what our mindset is, so you can see whether it's somewhere you'd enjoy working.

Know YOUR roles: if you've listed it on your CV or elsewhere, be prepared to dig deep into talking about it! And we know that a CV can only cover so much, so be ready with the additional info you think we should know that will best help us to understand your alignment to our needs.

Importantly: understand our non-negotiables for interviews: we're a particular target for the increasing number of fraudulent applicants. For security reasons, all parties in our Google Meet interviews must have their cameras on, with no virtual background.

AI In The Hiring Process

AI is here, big time, but guidelines around its use haven't caught up everywhere. Here we want to give a short rundown on what sounds fair to us, or not, on AI usage in our hiring process.

How We Use AI

Currently, our Talent team uses AI behind the scenes to assist with content creation (like drafting job descriptions or interview questions), but we always review and adjust it to our own language. Our recruitment software, Ashby, has an AI assistant that can speed up creating new reports, and summarise candidate feedback written across multiple post-interview feedback forms.

We do not use AI to filter out and reject candidates from the application stage. It's a very common idea these days that you need to heavily tune your CV to make sure it sneaks past those pesky AI bots. This isn't the case. The Talent Partner who owns the role you've applied to will review your application with their own human brain. In some jurisdictions our candidates are applying from, it's a legal requirement that a person has reviewed and made the decision. And, to be frank, we trust our humans better than we do current AI functionality for such important assessments.



How You Can Use AI

Like we use AI to draft some materials, you probably use AI to draft your CV. Go for it! Our only advice is to edit it to keep it readable and human. We're trying to assess your unique experiences and ways of working, and your CV should reflect that.

If the role you apply to involves a take-home assignment, consider how you would use AI if you were actually working at Parity in this role. You might indeed use it for research, but not to create the end result. With both our employees and our candidates, we're interested in what YOU are able to come up with - which might be supported by AI, but shouldn't entirely be created by it.

In live interviews and live coding sessions, our expectation is that no AI will be used. Perhaps your thought process about how you would approach something (live coding included) might be "I'd probably start my research on ChatGPT / Claude, and take things from there", and that is absolutely fine. None of us need to pretend that we don't use AI as the tool it is. But for live interviews, please don't have an AI assistant ready to answer our questions; we are interested in your own views.

We hope this gives you a clear window into our world so you feel informed and ready to engage. Please bring your questions, curiosity, and genuine self to the conversations ahead. In the meantime, here are a few resources to help you dive deeper.

Further Resources For DYOR

About Polkadot

- [Gavin Wood | Polkadot, Human Web3 | Web3 Summit 26 Keynote | Thursday 18th June 2026](#)
- [Polkadot Under the Hood | Thurs 18th June | Web3 Summit 2026](#)
- [Karim Jedda | People Don't Use Technology. They Use Products \(Ecosystem Keynote on User Experience\)](#)
- [Polkadot Behind the Code, Episode 1: The Idea, featuring Gavin Wood](#)
- [Polkadot's website](#)
- [Polkadot's Wiki](#) with valuable cheat sheets on Polkadot
- [learn from the best in blockchain](#)
- [Polkadot Forum](#) is the go-to source for ecosystem news
- [Gavin Wood & The Second Age of Polkadot 🐒 Freedom is the Product - Space Monkeys 213](#)
- [Gavin Wood Keynote Presentation at Sub0 2025 | The Second Age of Polkadot](#)

About Jam

- [Erin Grasmick at Sub0 2025 Presenting JAM! The Joint Accumulate Machine](#)
- [JAM Gray Paper](#)
- [Gavin Wood: A Difficult Balance & the DOT JAM Mission - Polkadot - Behind the Code: Web3 Thinkers](#)

About Parity's culture

- [10 Years Parity Company Retreat](#)
- [Life at Parity: Rebecca](#)
- [Life at Parity: Pavla](#)