

Orum Recruiting Business Prep Guide

About Us

Orum is revolutionizing how consumers and businesses send, receive, and access money through its platform of API-based, embeddable infrastructure products. Powered by proprietary intelligence, Orum optimizes transactions for speed, cost, and risk, enabling intelligent routing across multiple rails—including ACH, same-day ACH, RTP, crypto, wires and more—unlocking 24/7/365 money movement for our partners.

The Orum team is helmed by expert fintech operators from LearnVest, Marqeta, N26, Square, Stripe and Stash and has raised over \$82M from leading investors, including Accel, Canapi, Bain Capital Ventures, Inspired Capital, Homebrew, Acrew, BoxGroup, Clocktower Ventures, Primary Ventures, SVB Capital, and American Express Ventures. To learn more, visit Orum.io.

At Orum, we are a remote-first and people-first company. We believe that working remotely presents a unique opportunity to build a diverse team that opportunistically leverages distance to asynchronously work better. We have thoughtfully invested in the right tools and practices that will enable individuals to bring their best selves to work while having the flexibility and support to enjoy their personal lives. We are committed to cultivating an equitable and inclusive work environment where everyone's voice matters. If you'd like to play a part in crystallizing the vision of a world where money is smart, real time, and fully automated, we'd love to hear from you.

Join the Movement

Our vision is to fuel a better financial system where everyone has the confidence to move toward the future they dream of.

We believe that, by giving people the confidence to instantly access their money, we can bring financial opportunity to all, not just the few. By bridging the financial gap, we can build a better, more ambitious future.

Orum in the Media

[Orum raises \\$56M](#)

[Fast Company 2021 Next Big Thing](#)

[CB Insights 2021 - Top 250 Fintech](#)

[Forbes' The Future Of Payments](#)

Our Values

At Orum, we keep our core values front and center and bring them to life through every aspect of our work.

Show up with curiosity

We embrace every challenge as a chance for innovation and apply our keen problem-solving skills and resourcefulness to every project.

Cultivate diversity of thought through diversity of people

We respect different backgrounds, and opinions, take action to confront our inherent biases, and recognize that diversity makes us stronger. We know that understanding begins with empathy, and we prioritize connections and relationships across the organization.

Lead with good vibes & good intentions

We assume the positive intent of our colleagues and partners, and we channel differences of opinion and mistakes into personal and professional growth.

Owners get things done, done, done.

We're all owners at Orum. That doesn't necessarily mean working long hours—but it does mean staying accountable to your teammates, taking responsibility for your work, and delivering on your commitments.

Setting you up for success

- At Orum, we use behavioral and values based interview questions to understand your impact in past work experiences. You can learn more about behavioral interviews and the STAR method [here](#).
- We utilize Zoom for all company interviews. You can join a test meeting [here](#) to familiarize yourself with Zoom before your scheduled interview.

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Interview Process

1. Recruiter Phone Screen

Your first point of contact with Orum will be with our Recruiting team. This first call is generally a phone chat and is a high-level conversation focused on your experience, career goals, and an overview of Orum's product and culture.

2. Hiring Manager Skills Interview

This interview will dive deeper into role-specific skills and experience. This is also an opportunity for you to meet with your potential leader and gain deeper insight into their leadership style, your potential impact at Orum, and team culture and values.

3. Case Study Exercise

This is a fun but challenging exercise designed to showcase your expertise and to gain an understanding of what you'll own in the role. Your work will not be used outside of the interview and is solicited for evaluation only. Don't worry – we will not ask you how many golf balls fit into a school bus!

4. Virtual Onsite

This is the final step of our interview process and is typically made up of 3 separate meetings with themes centered around company values. You will have an opportunity to meet with members of your potential team, your people leader, and cross-functional members who you will collaborate with regularly.

Of course, just as we are interviewing you – you are interviewing us and we will be sure to offer ample time for you to ask the team questions. We use a paired interview model to ensure you are meeting with several folks at Orum while ensuring we are being efficient and respectful of your time.