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Purpose: the aim of this report is to examine the experience of class 4 AE at Expaway a start-up located in Berlin.

The company

From 7th to 12th of March the students of class 4AE of the Economics course went to Berlin.

On 10th March they went to visit a startup founded in 2012 by Andrea Santini an Italian young man that moved to Germany. Here, he noticed that the process of hiring for the companies was very difficult and too expensive so, he decided to create an online platform that allows start-ups to forget about headhunters and take control of the hiring process. It means that an algorithm allows companies searching for an employee to track and manage the best candidate's profile without the pain of dealing with headhunters.

The staff

Expaway was founded by Andrea Santini and now counts seven employees three women and four men. They are very young and they come from different countries. They are all specialized in different tasks for example, Jessica Vallao is the Provider Manager, Maurizio Azzalini works as the Client Manager and Sella Anitha Selladurai is the Senior Executive Recruiter of the firm.

The aim of the visit

The purpose of this experience was to understand the organization chart and the main characteristics of a start-up.

Before going to visit Expaway the students of 4AE visited the website of the company to understand the aim and the mission of this start-up. In addition, they prepared some questions for the employees to collect some more information about the company.

The interview that the students prepared was entirely in English. This has been very useful for the students to improve their speaking and listening skills.

Recommendations

We strongly recommend this kind of activity for three main reasons.

First of all, we think that these experiences are very good because you come in contact with the world of work which is very different from school, because you try to do practically what you studied before theoretically.

Secondly, we learnt how to interact with many people using a different language.

Last but not least, we were able to find the main differences between how an international company and an Italian company work and operate. Actually, we noticed that international companies use more technology and the Internet to develop their market while Italian companies are still very traditionally run.

In conclusion, we were absolutely amazed to be part of this wonderful and extraordinary opportunity because we developed our skills, built up our knowledge and got interested in how to build up an innovative company.