

INTERVIEW PROCESS



WHAT AM I TO EXPECT FROM MY FIRST INTERVIEW?

IN THIS INTERVIEW, REPRESENTATIVES OF THE TALENT TEAM WILL INTRODUCE THE COMPANY, THE JOB POSITION AND WOULD LIKE TO GET TO KNOW YOU. THESE WILL USUALLY BE ENGINEER OR HR REPRESENTATIVE AND/OR PROJECT-RELATED PERSON WHERE YOUR KEY SKILLS WILL BE ASSESSED.



WE WOULD GIVE YOU THE TIME AND SPACE TO PRESENT YOUR EXPERIENCE, WORK HISTORY, FIELD KNOWLEDGE, AS WELL AS, YOUR ACCOMPLISHMENTS, INTERESTS, AND FUTURE CAREER PLANS.



DO WE MEET FOR THE SECOND TIME AND WHAT HAPPENS THEN?

IF BOTH SIDES ARE SATISFIED AFTER THE FIRST INTERVIEW, THE CANDIDATE DISCOVERS A PLACE TO GROW AND NETCETERA RECOGNIZES ITS FUTURE NETCETERIAN, WE WILL CONTINUE:



FOR SOFTWARE DEVELOPMENT POSITIONS:
WE'LL ASSIGN YOU WITH A CODING TASK THAT WOULD HELP US UNDERSTAND YOUR PROBLEM-SOLVING SKILLS. AFTER COMPLETING THE TASK, WE WILL DISCUSS THE SOLUTION SO WE CAN BETTER UNDERSTAND YOUR AREA OF KNOWLEDGE.
(RELAX, WE WILL GIVE YOU THE HEADS UP ON THE FIRST INTERVIEW AND WILL BE AVAILABLE FOR ASSISTANCE THROUGHOUT THIS PROCESS).

FOR OTHER POSITIONS:
THIS WOULD BE A SECOND INTERVIEW WHERE WE WOULD DISCUSS RELATED KNOWLEDGE-AREA DETAILS OF YOUR WORK EXPERIENCE.



WHAT'S NEXT?

WE MAY MEET FOR A FINAL ROUND TO SUMMARIZE THE INTERVIEW PROCESS FEEDBACK.



AND AFTER THAT?

WE WILL INVITE YOU FOR AN OFFER PLACEMENT (IN PERSON OR ONLINE) WHERE YOU WILL BE PRESENTED WITH THE POSITION DETAILS, COMPANY POLICIES, BENEFITS AND PERKS AND YOUR SALARY.



YOU WILL BE GIVEN REASONABLE TIME TO CONSIDER THE OFFER.

ACCEPTING THE OFFER MEANS YOU WILL BE JOINING A COMMUNITY OF BRIGHT AND FRIENDLY PEOPLE WHO USE THE LATEST TECHNOLOGY AND WORK ON INNOVATIVE AND MISSION-CRITICAL PROJECTS FOR HIGH-PROFILE CLIENTS. WE WILL SET THE STAGE FOR YOU BY PROVIDING HIGH-END TECH EQUIPMENT WITH ALL TOOLS AND PERMISSIONS AVAILABLE. STANDING DESK, ERGONOMIC CHAIR, AND BRAND NEW IPHONE/ANDROID OF YOUR CHOICE FOR A SMOOTH EXPERIENCE.



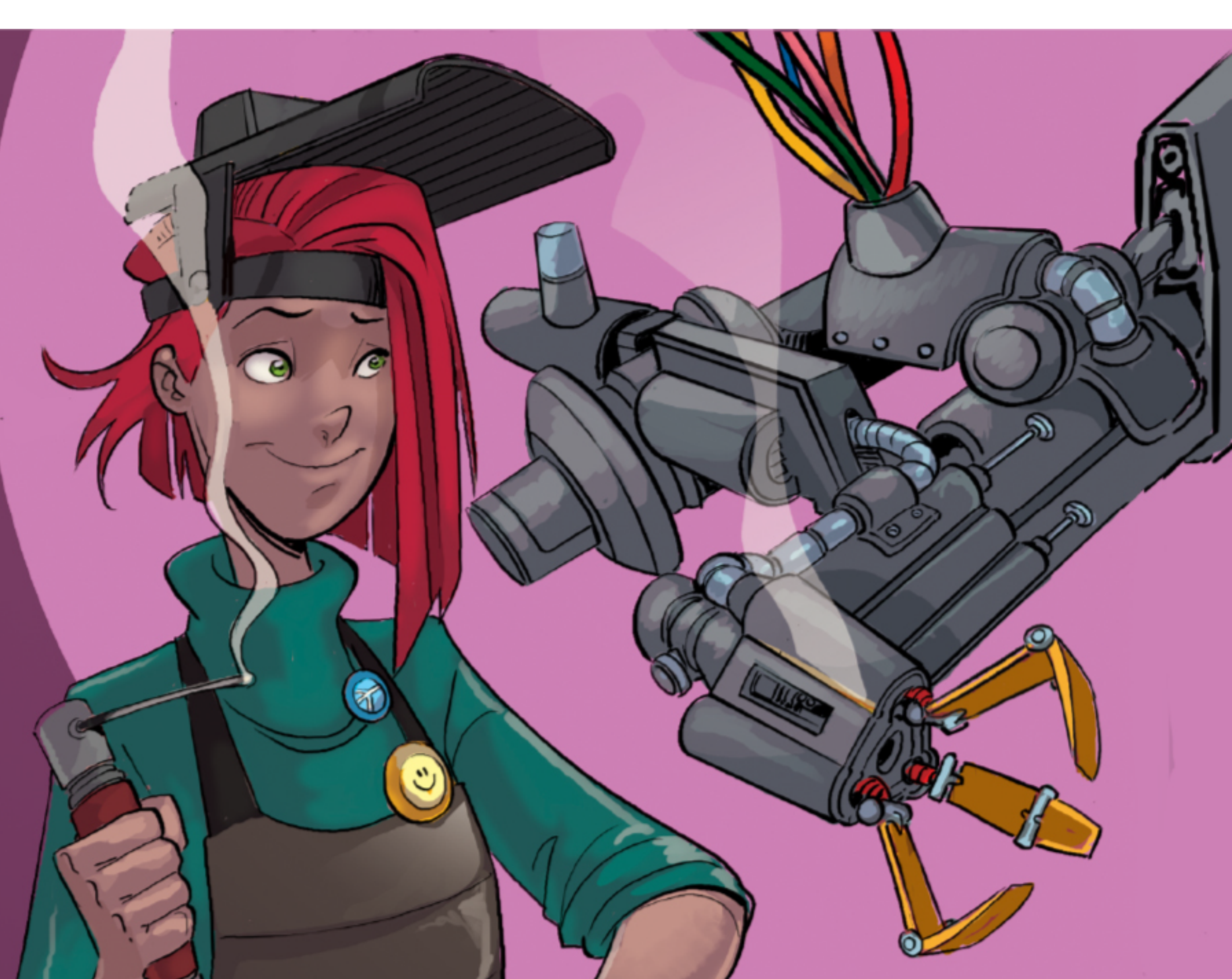
WHAT'S MY FIRST DAY AT NETCETERA LIKE?

YOUR DAY STARTS WITH A WELCOME PRESENTATION. THE TEAM AND TEAM LEADER WILL GREET AND INTRODUCE YOU TO THE WORK ITSELF. YOU GET TO HAVE A COFFEE TOGETHER AND THEN YOU WILL BE GIVEN TIME AND SPACE TO ACCOMMODATE AND START YOUR NETCETERA JOURNEY. ENJOY AND MAKE THE MOST OF IT!



VERY SOON, YOU WILL BE INVITED TO THE OFFICIAL **ORIENTATION PROGRAM**, WHERE YOU WILL GET FAMILIAR WITH THE BUSINESS ITSELF, THE ORGANIZATION, OUR COMMUNITY, POLICIES AND PROCESSES AND HOW TO WORK YOUR WAY AROUND.

NETA'S TIPS & TRICKS



1 NO WORRIES! THERE ARE NO SURPRISES!

WE PERFORM TECHNICAL TESTS BASED ON YOUR EXPERIENCE, DOMAIN KNOWLEDGE AND POSITION. IN THE INDIVIDUAL TECHNICAL DISCUSSIONS, YOU CAN EXPECT PROFESSIONAL TALKS ON TOPICS FROM YOUR CV, CASE STUDIES FROM PRACTICE AND PRACTICAL WORK FROM YOUR EVERYDAY LIFE.

2 TECH TIP!

INSTALL AND TEST THE CONFERENCE SOFTWARE IN THE INVITATION (MS TEAMS).

3 EXPERIENCE NETCETERA

CHECK OUT THIS VIDEO:
[HTTP://NCA.ME/EXPERIENCE](http://NCA.ME/EXPERIENCE)

4 BE SURE TO CHECK!

GOOD VOICE QUALITY MAKES THE CONVERSATION SMOOTH AND PLEASANT. VIDEO ALSO ADDS A PERSONAL TOUCH. USE A HEADSET, SET THE MICROPHONE AND WEBCAM CORRECTLY AND TEST THE FUNCTIONALITY OF THE CONFERENCE SOFTWARE. WE DO NOT RECOMMEND THE USE OF SMARTPHONES FOR INTERVIEWS.

5 IN CASE YOU WANT TO KNOW MORE

OUR WEBSITE OFFERS MORE INFORMATION ABOUT THE COMPANY AND OUR SOLUTIONS:
WWW.NETCETERA.COM
THE RECRUITMENT TEAM WILL BE HAPPY TO ANSWER ANY FURTHER QUESTIONS. PLEASE CONTACT US AT:
JOBS-MK@NETCETERA.COM
389 2 3064 533