



Be yourself and speak your mind

Short manual on how to prepare for a job interview in Objectivity.

Hi there!

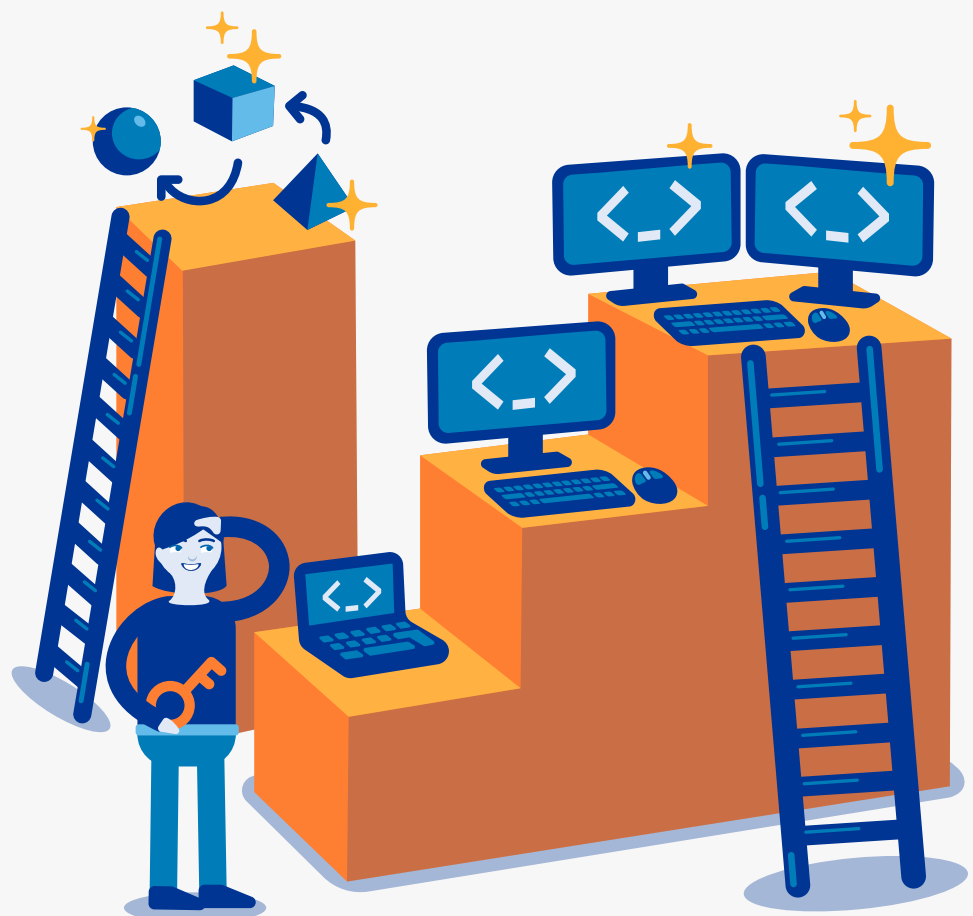
If you're reading this, it means that you're considering application for a position with our company. We're very glad about that and, in order to meet your needs, we'd like to present you with this brief manual on how to prepare for a job interview in Objectivity.

It's not rocket science and you have probably been interviewed before, so you have a basic comfort when attending meetings with recruiters. If you don't have much experience in job interviews, let us assure you that we conduct them in a very friendly manner.

Good luck!

HR Team

Savants Guild



At Objectivity, we consider a job interview a meeting of two parties, who want to learn about each other in order to make the best decision regarding cooperation. A work contract is, in our opinion, an agreement to collaborate based on mutual consent. Therefore, during the job interview we give you a lot of information about the vacancy, the company's structure, history and culture and – if we can – the project you would be dedicated to. Naturally, we ask questions concerning your skills and experience, but we always reserve enough time for all your questions as well. So – we listen and we speak 50/50. Taking this into account, please read the few tips listed below and feel better prepared

Study the job description

If you reply to a job description we've posted, make sure you take the time to read it and get to know it well. If any questions or doubts appear, write it down immediately, before they escape your mind. During the job interview we'll ask for your questions and that's the best moment to tell us what information you still need.

Go through the job ad line by line and think of how your skills and experience match up with each part. Write it down and prepare examples to provide supporting evidence that you're the right fit for the job. If it somehow turns out that it's not so perfect, don't worry (people are hired everyday even if they don't entirely match the job ad). The point in preparing for a job interview is to think about the ways in which you are a match, so you can easily retrieve these thoughts during the interview.

Study our website

We have a general website www.objectivity.co.uk and dedicated to candidates www.joinus.objectivity.co.uk, which are packed with information that may be useful to you. It will for sure inspire you to look for more information, to ask more questions and – most valuably – you will gain an idea what kind of employer Objectivity is.

Present yourself right

Be in time for a job interview. If something happens, please notify us ASAP. You will receive a precise day and time for an interview in an e-mail sent by a recruiter.

We conduct all job interviews in our Wrocław office at Strzegomska 142a.

As well as meeting with a recruiter from the HR Team, you will have a chance to meet our technical staff and/or your potential supervisor. It's a great opportunity for you to meet our most highly skilled staff and discuss all the mysteries of the vacancy with them.

We speak English on a daily basis with our foreign colleagues and with clients or contractors. It means that a part of the job interview will be held in English. You don't have to speak the Queen's English, but your language skills should

be consistent with what you declare on your CV.

If one of our foreign colleagues participates in the interview, the whole meeting is held in English.

What questions can you expect from us? Each job interview is different, because our recruiters have various interests, but you can almost certainly expect queries about

- your experience with the technologies and tools we use
- tasks you are involved in at your present employer/in your last place of employment
- your ways of problem solving
- positive and negative experiences in team-work (especially the managerial positions)
- the goals you have achieved and conclusions you have drawn from your failures
- your hobbies and interests



When answering our questions, support yourself with real examples. There is nothing more worrying for a recruiter if he/she doesn't know what the candidate means. We'll ask again if anything sounded too general or hazy, but it's your call to be precise and ad rem.

Sometimes we may propose a short task (e.g. when applying to a Business Analyst position) or a simulation of a managerial situation. We always explain what we need to see so that you feel comfortable every time. And if you are stressed-out, remember the very important thing: the recruiter is tense as well, because he/she knows you are assessing him/her too 😊

When asked about the salary, give us the number or a range you're interested in. Net or gross, doesn't matter as long as you really mean it. Talking about money during the job interview is something common: all in all you want to be paid for the effort, time and knowledge you leave with us, and we want you to be satisfied and able to focus on your tasks without worrying about the bills.

Most of the recruitment processes in Objectivity consist of 1 meeting with a HR recruiter and technical recruiter(s). Candidates applying for Client-facing positions (Project Manager, Business Analyst, Guild Master) are additionally invited to the Assessment Centre (AC), which is the last, all-day stage of the selection program. AC helps us to verify your competences in action. During AC you complete tasks based on "real life" scenarios, you solve realistic problems in the field of your expertise, you cooperate and analyse information. The good thing is that later you receive feedback on how we see your competence as it applies to a given position. Most of the candidates consider it a great value of spending a whole day (usually Saturday) with us.



We've met and now what?

Recruitment process sometimes takes longer we wish. Vacancies depend on the date of an opening of a new project or Client's decision regarding paying for new personnel. Usually within 2 weeks of meeting, the recruiter comes back to you with feedback. We give you feedback even if there's no feedback from the Client yet. If you somehow miss information on how your job interview went or you need it faster, please call directly to a recruiter who was conducting your interview.

You can also join your recruiter on LinkedIn – it's always smart to stay in touch. You never know what life brings, do you?

Talking about recruiters

At present, our HR Team consists only of ladies. Below you'll find their names, so that you are more aware of who you're going to meet in person. We'll give you a helpful hint: all are nice except one 😊



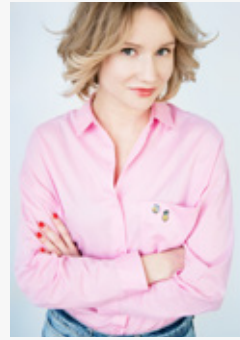
Monika
Gorzelak-Bieńko



Anna Kuryłowicz



Anna Lisowska



Barbara Skoczek



Aneta
Wilczyńska-Gałęska



Barbara
Globisz-Durawa



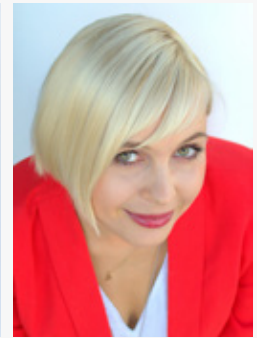
Olga Betiuk



Kalina Pasternak



Katarzyna Pająk



Anna Szczepańska



Karolina Gonet



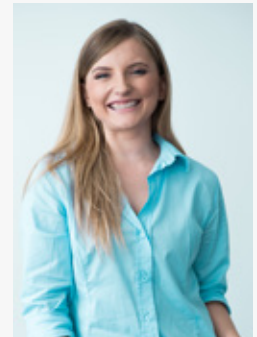
Paulina
Roszczak-Śliwa



Katarzyna Sobótka



Wioleta Patkowska



Agata Pawłowicz



Sylwia Gręzak



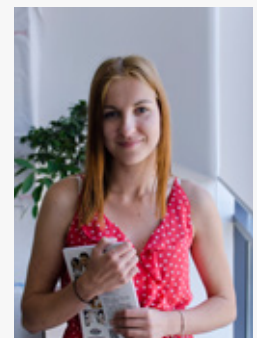
Sylwia Zabielska



Hanna
Spychalska-Waszek



Katarzyna Heltman



Klaudia Ekiert

See You Soon

The one and only Objectivity HR Team.

