

# ZAMBON RECRUITMENT PROCESS



What happens after your application?

If your skills and competences match with the job position you will be involved in the following steps of our selection process:



## OPENING INTERVIEW

First interview, which will happen remotely, carried out by our Talent Acquisition. It will be focused on your motivation, biography and soft skills.

## TECHNICAL INTERVIEW

Second interview with the Direct Manager focused on technical skills, related to the job you applied for, and your past experiences. In this step you could be asked to present a project work based on a company brief.



## IN-DEPTH INTERVIEW

Third interview: a deep-talk with Zambon HR Business Partner focused on your cultural fit with the company and the team you will join.

## FINAL INTERVIEW

You have arrived on the short list step. Now the interview will take place with the second level Manager (function or department manager).



ONBOARDING



Please note that during this recruitment process you could be asked to complete these assessments:

- English test
- Behavioural assessment
- Digital competencies check up