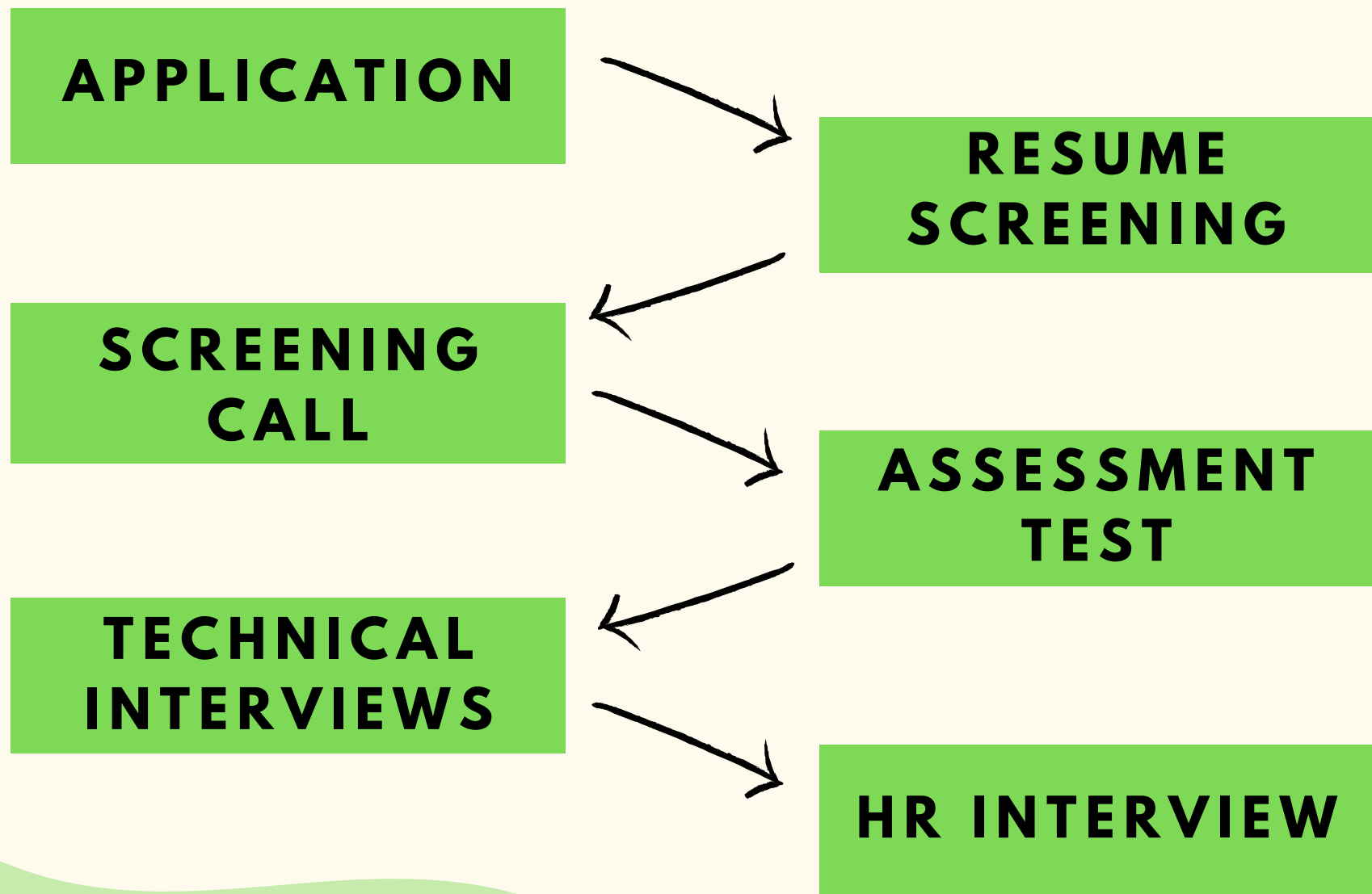


TECHNICAL INTERVIEW PROCESS



1) APPLICATION

Many companies require a resume and a cover letter in addition to a job application. When you submit a resume with your job application, it is important that your resume is well-organized and polished. You also want to be sure that your resume is a match for the job you are applying for. Personalize your resume for every job application.



2) RESUME SCREENING

Companies often use applicant tracking software (ATS) to recruit, screen, hire, track, and manage applicants for employment. Therefore, your application is likely to be screened to determine if you are a match for the job. The software will match up the information in the job applications that are submitted with the position requirements for the job. Those candidates who are the closest match will be interviewed.



3) SCREENING CALL

The hiring team can use phone (and video) interviews to evaluate candidates' skills and then invite a shortlist of two or three potential hires for the final face-to-face interview with the technical recruiters, manager, or HOD. It's like an initial filter to proceed a candidate for final technical interviews because technical interviews require a time commitment from both ends.



4) ASSESSMENT TEST

Employers often use pre-employment tests and other selection procedures to screen applicants for hire. The types of tests and selection procedures utilized include talent assessment tests, cognitive tests, personality tests, coding tests, and background checks. Some tests are conducted as part of the job application process, and others will take place further along in the hiring process, after the interview and prior to a job offer.



5) TECHNICAL INTERVIEWS

If you are selected for an interview, you will be invited to talk to a recruiter, hiring manager, or employer on the phone, virtual meeting or in-person (or both). The company may conduct several interviews prior to offering the leading candidate the job. Some interviews are one-on-one, while others are in small groups. Learn more about how the interview process works at most companies.



6) HR INTERVIEW

HR interviews are an important segment of the recruitment process that seeks to understand your personality and individual characteristics. Employers conduct HR interviews because they want to determine how well you fit into the role and culture of the company.



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