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 thinking of applying for a position in our company. We’re very happy about that and, in order to meet your needs, we’d like to provide you with this brief manual on how to prepare for a job interview at Objectivity.

It’s not rocket science and you have probably been interviewed before, so you should feel quite comfortable 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!

Recruitment Team
People and Culture Guild
At Objectivity, we consider a job interview a meeting of two parties, who are eager to learn about each other in order to make the best decision regarding cooperation.

A work contract is, in our opinion, an agreement collaboration based on mutual consent. Therefore, during a job interview, we provide you with a lot of information regarding the vacancy, the company’s structure, history and culture and – if we can – the project you would be assigned to. Naturally, we ask questions concerning your skills and experience, but we always reserve enough time for all your questions. So – we listen and speak 50/50. Taking this into account, please read a few tips listed below, which will make you 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 familiar with it the best you can. **If any questions or doubts appear, write them down immediately, before they slip your mind.** During the job interview, we’ll ask for your questions and that’s the best moment to tell us what information you would be interested to hear.

**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 reasons of why you can be a good match, so you can easily retrieve these thoughts during the interview.

**Study our website**

We are not a very well-known company yet, but we have a website [www.objectivity.co.uk](http://www.objectivity.co.uk), which is 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 importantly – you will gain some insights into what kind of employer Objectivity is.

---

_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 familiar with it the best you can. **If any questions or doubts appear, write them down immediately, before they slip your mind.** During the job interview, we’ll ask for your questions and that’s the best moment to tell us what information you would be interested to hear.

**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 reasons of why you can be a good match, so you can easily retrieve these thoughts during the interview.

---

_Study our website_  

We are not a very well-known company yet, but we have a website [www.objectivity.co.uk](http://www.objectivity.co.uk), which is 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 importantly – you will gain some insights into what kind of employer Objectivity is.
Customise your CV

If you haven’t sent us your CV yet, while preparing it focus on up-to-date information that is relevant from the perspective of the job ad. It will not only help us read it through, but it will also show that you can analyse and synthesise data. In an IT company this is always a virtue. Oh, and make your CV tidy! Neither Excel nor Paint are programs dedicated to it. If you send your photo, compress it: trying to open 20 MB file and having your computer crashed over is not really user-friendly.

We hire people, not robots, so don’t be shy; boast about your hobby or additional activity (e.g. social work). We are eager to have passionate people among us because we care about work-life balance, which makes it easier to maintain a friendly workplace. And that’s our goal.

Present yourself right

Be on time for your job interview. If anything happens, please notify us ASAP. You will receive a precise day and time for your interview via an e-mail sent by a recruiter. If, for any reason, you haven’t received a confirmation email with this information, please contact our office on +48 71 7494 000 without hesitation. As we’ve said before: we hire people, not robots; we are only humans and sometimes we can forget to do a few things.

We conduct all job interviews in our Wroclaw office at Strzegomska 142a, entrance 1B. It’s a newly built business centre called West Forum. If you come by car, please call the security at the gate and inform the guards that you are a guest of Objectivity. After you pass the gate, you can park safely in a free parking space behind our building.

Since we create quite a friendly and informal atmosphere at Objectivity, you are welcome to be dressed casually - as long as it makes you feel comfortable. We definitely won’t be wearing suits.

Apart from a meeting with a recruiter from the Recruitment 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 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 that we use
- tasks you are responsible for in your current job/in your last place of employment
- your ways of solving problems
- positive and negative experiences with teamwork (especially 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 disturbing for a recruiter if he/she doesn’t know what the candidate is referring to. We’ll ask again if anything sounds 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 for a Business Analyst position) or a simulation of a managerial situation. We always explain what we need to see so that you feel comfortable at all times. 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 a job interview is something common: all in all, you want to be paid for the effort, time and knowledge you contribute, and we want you to be satisfied and able to focus on your tasks without worrying about the bills.

Most of the recruitment processes at 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 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 very valuable to spend the whole day (usually Saturday) with us.

We’ve met and now what?

Recruitment process may sometimes take longer that we wish. Vacancies depend on the date of an opening of a new project or the Client’s decision regarding paying for new personnel. Usually, within 2 weeks from the meeting, the recruiter gets back to you with feedback. We provide you with feedback even if there’s no feedback from the Client yet. If you somehow miss the information on how your job interview went, or if you need to receive it faster, please call our office +48 71 7494 000 without hesitation, or directly contact the recruiter who conducted 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

Below, you’ll find their names so that you can find out who you’re going to meet in person. We’ll give you a useful hint: all of them are nice - except for one.
See You Soon

The one and only Objectivity Recruitment Team.

If you want to know more, feel free to contact us.

Objectivity sp. z o.o.

ul. Strzegomska 142a
54-429 Wrocław
Phone: +48 71 749 4000

RecruitmentTeam@objectivity.co.uk

www.joinus.objectivity.co.uk
www.objectivity.co.uk

@objectivityltd