



IT RECRUITMENT | IT OUTSOURCING | IT CONSULTING

HOW TO PREPARE FOR A RECRUITMENT INTERVIEW?



BEFORE THE INTERVIEW

- Research the company - its services, products, and values. This will give you a basis for asking additional questions, demonstrating your engagement in the process. Case Studies, often available on the website, can be helpful.
- Re-check the requirements and job description and prepare in advance: refresh your knowledge of the basics or work out how to demonstrate your readiness to learn.
- Prepare detailed questions regarding the role you are applying for (career path, reporting, projects, technologies, solutions, products, etc.).
- If you know the names of the people you will be meeting with, it is worth checking their LinkedIn profiles.

Make sure you have stable internet connection and equipment prepared (battery is charged, microphone and webcam are working).

Check if the interview location is quiet and peaceful, and the space behind you looks tidy (you can use a virtual background).

DURING THE INTERVIEW

- Focus on **proactivity and communication skills**. Actively participate in the dialogue: ask questions, share insights, and clarify the topics discussed. When you don't know an answer right away, instead of saying "I don't know", describe your approach to solving the problem and the steps that can be taken to find the answer.
- Show that you are an **open person, ready for growth**.
- Present your **strengths for both individual and team work**. If possible, back them up with examples.
- **Approach the interview with openness and commitment**. Even if you don't have a full picture of the company or the role yet, it's worth emphasizing your willingness to learn more. If you need more information, there will be further opportunities to obtain it – e.g., during an additional interview with a manager, the team, or a recruiter.
- During the meeting, **do not bring up financial matters** or details of cooperation. Focus on getting to know the role and its expectations – organizational matters have already been discussed with the ITFS recruiter.
- Ask about the next steps in **the recruitment process** and when you can expect **feedback**.

WE BELIEVE IN YOU, GOOD LUCK!