

# What is the recruitment process like?

The recruitment process will vary slightly depending on where you're applying. The process below is a guideline only.

## Step 1: Submit your application

When our Pioneer positions open, find the best fit for your profile and career aspirations – and then apply by filling in the application form on our home page. When applying, make sure to have your cover letter, CV and a copy of your latest grades or exam papers ready.

*Note: Due to GDPR (the EU's General Data Protection Regulation), we can't accept applications sent by mail or via external companies, such as Indeed.*

## Step 2: First interview of shortlisted candidates

Interviews are always carried out by the Pioneer's future manager in collaboration with a HR professional. If you make the shortlist, you will be invited for a first interview, in which we will talk about your personal capabilities and leadership aspirations, as well as your fit with our values. The interview will take around one hour, either face-to-face or via video call.

## Step 3: Second interview and assessments

Will talk in-depth about the position and learn more about your qualifications and what motivates you. We will also use a range of assessment tools to assess your skills and personality – and you may be asked to prepare a short business case. You will receive thorough feedback during the interview, which will take 1-1½ hours.

## Step 4: Pioneer Selection Committee

If you're one of the top three candidates for a Pioneer position, your application will be assessed by a selection committee of senior executives. You won't meet the committee in person, but you will be asked to make a short video.

## Step 5: Congratulations and welcome to the Hempel family

If you're the final chosen candidate, we will send you a contract offer and start preparing to welcome you to Hempel. The Pioneer Programme officially starts on 1 September, but in some cases, you may be able to start earlier. We're looking forward to receiving your application.

## Overview of the recruitment timeline

