**THE HIRING PROCESS**

Depending on the type of role you have applied for, the hiring process can differ. This is what a typical recruitment & application process will look like for an experienced professional, applying to Capgemini.

1. **Apply**
   - You Apply for your job to #GetTheFutureYouWant

2. **Initial assessment**
   - If your application is relevant for the role, a recruiter will reach out via email to arrange an initial screening call

3. **CV review**
   - If successful, your CV is submitted to Hiring Manager for review
     - **If successful** – 1st Interview arranged with hiring team
     - **If unsuccessful** – Recruiter will advise via email or phone

4. **1st interview**
   - (typically a mixture of technical and behavioural questions)
     - **If you're successful** – 2nd interview OR progress to offer (not all roles require 2nd interviews)
     - **If you're unsuccessful** – Recruiter will provide feedback, usually within 1 week

5. **2nd interview**
   - **If successful** – progress to offer
   - **If unsuccessful** – Recruiter will provide feedback, usually within 1 week

6. **Offer stage**
   - The Recruiter will speak with the Hiring Manager to discuss your grade and salary, in comparison to your peers
   - The Recruiter will contact you to discuss potential salary package – This is not a formal job offer
   - If all agreed on package and details – the Recruiter then seeks our internal approvals for formal offers. Once approved internally, we will provide you with the formal offer verbally
   - If you accept, we will start the onboarding process