

WEBINAR: How to Ace your Tech Interview

*Thursday 4th of November,
18:00-19:00*

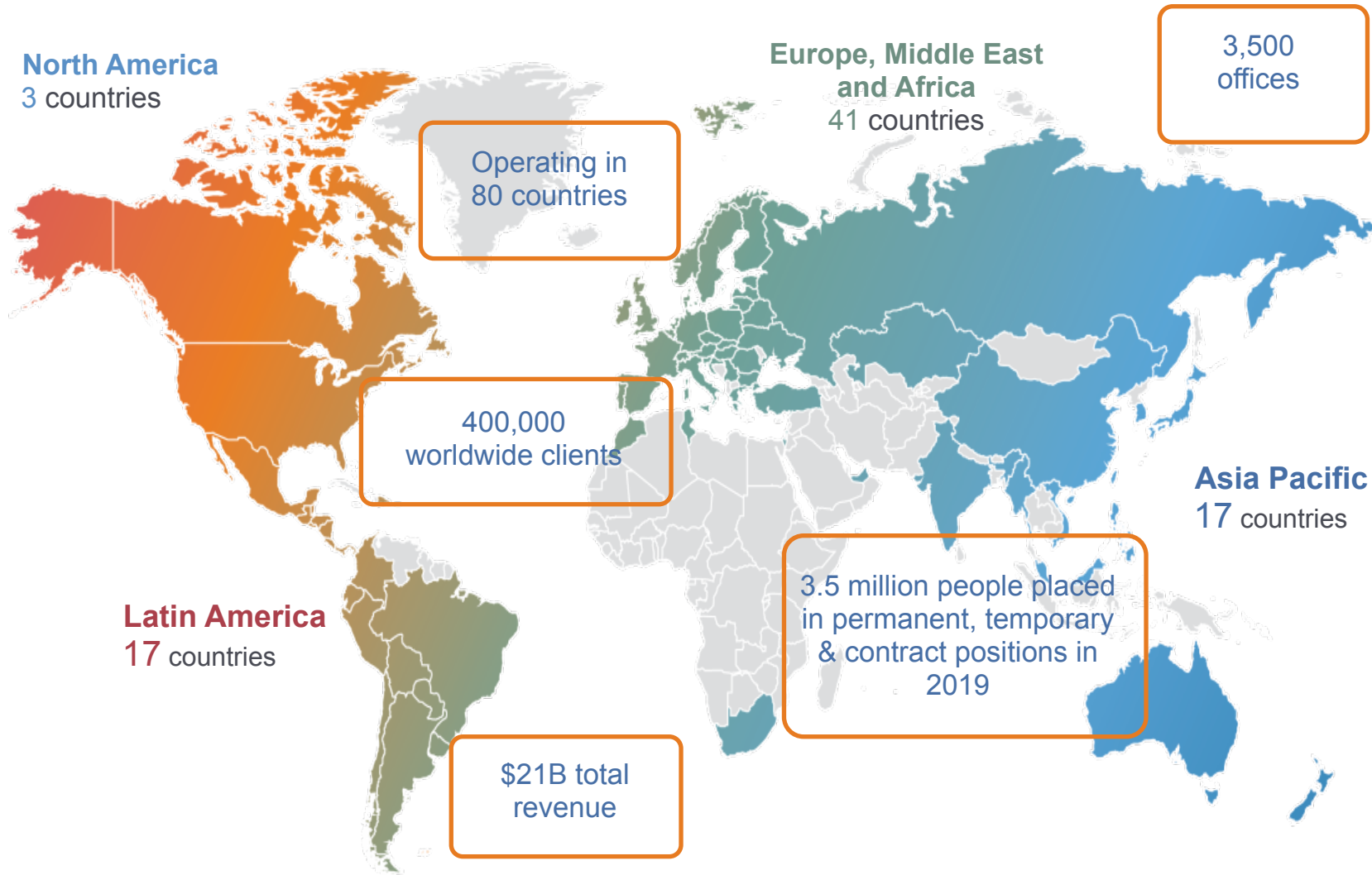
*It is addressed
to Tech Professionals
of all levels.



ManpowerGroup®



ManpowerGroup Global Footprint



Awards

- 

One of the World's Most Ethical Companies for nine consecutive years - more than any organisation in the industry
- 

Earned RPO leader designation / TAPFIN recognised as an MSP leader
- 

Named one of Fortune's World's Most Admired Companies for 17 consecutive years
- 

Recognised since 2012 with a Gold Star CSR rating, the highest score on EcoVadis's environmental, social and ethical supplier performance assessment
- 

Recognized by 2020 Women on Boards campaign as a Winning "W" Company annually since 2011
- 

Named RPO leader for seven consecutive years / TAPFIN recognised as MSP leader for the 6th consecutive year

ManpowerGroup Greece

2

Offices in the Greece:
Athens & Thessaloniki

22

Years in Greece



>300

Clients in Portfolio
within main industries and sectors

>7.000

Associates on
assignment





Who We Are

ManpowerGroup Greece: **Tech Recruitment Team**

We are a team of experienced Tech Recruiters, and we are connecting Candidates with Organizations.

We can help you by guiding you through the Recruitment Process, brief you in advance about our Clients, the role's salary / perks and we will be assisting you with finding the right role for your Profile!

Based on our experience, you will find some basic tips, applicable to all Professionals: from Junior to Seasoned Professionals

Our Open Roles

Right now, we are handling a plethora of interesting roles and a variety of Technologies to work with.

Some of the roles can be 100% remote

Check them out: <https://manpowergreece.gr/it-jobs/>

Also, check our newsletter: <https://mailchi.mp/manpowergroup.gr/u55jkbvbnbk>

If you are interested, feel free to apply to any of the roles or drop me an email:
pkopsaftis@manpowergroup.gr



Before The Interview (Part 1)

Hunt or be Hunted...

Whether you were approached or applied on your own, once the recruitment process starts the process is the same. You can always save time by preparing or even ask questions before agreeing to set up an interview

You could ask (during the call before setting up the meeting):

- Salary Range for the role (especially for Mid/Senior Engineers)
- Remote Work Options
- Questions about the Job Description
- Questions about the size of the team
- Questions about the tech stack



Better to clarify them before arranging an interview and ensuring that you are really interested

Tip: No need to provide an answer immediately, take 1-2 days off to think about it and then you can give your answer

Before The Interview (Part 2)

You decided that you are interested about the role, and you want to proceed.

We recommend the following:

- Check Glassdoor:
 - Interview Questions or comments about the recruitment process
 - Check the Employee Reviews and take notes for the negative ones
- Check the company's website
- Study again the Job Description and highlight the parts where you think you are a fit and the parts that you do not feel that competent. E.g. if the role requires good SQL knowledge, prepare to ask if a Senior Engineer will be helping, or if the firm provides Training Courses
- In case of an on-site meeting, ensure you arrive on time
- In case of a video meeting, ensure, **before the meeting**, that the platform works properly on your device and both camera & mic are working properly. You do not want to be late as you decided to download and install Teams 5 minutes before the meeting started (true story)
- If you receive a meeting invitation, you can always check at LinkedIn the interviewers' names & Job Titles (know your audience)



During the Interview

This is the part that you want to go deeper and discuss in detail. At some cases, the interviewers will make an introduction and will present you the role and the situation, before starting questions/ conversations. If it happens, make sure that all your questions have been answered, if not, you can always ask them during the meeting.

So, you would like to know:

- Team's size, Roles & Seniority (e.g. 2 Senior Back End Devs, 1 Mid Front End, 1 DB, 1 QA)
- Current Tech Stack & future plans (e.g. in the next 6 months moving for asp.net to .net core)
- Project Pipeline (e.g. what are the main projects currently and their stage, the next projects in line)
- Opportunities for Development
- Performance Management
- Methodology (Agile Scrum)
- Steps of the recruitment process
- How is the collaboration with other teams

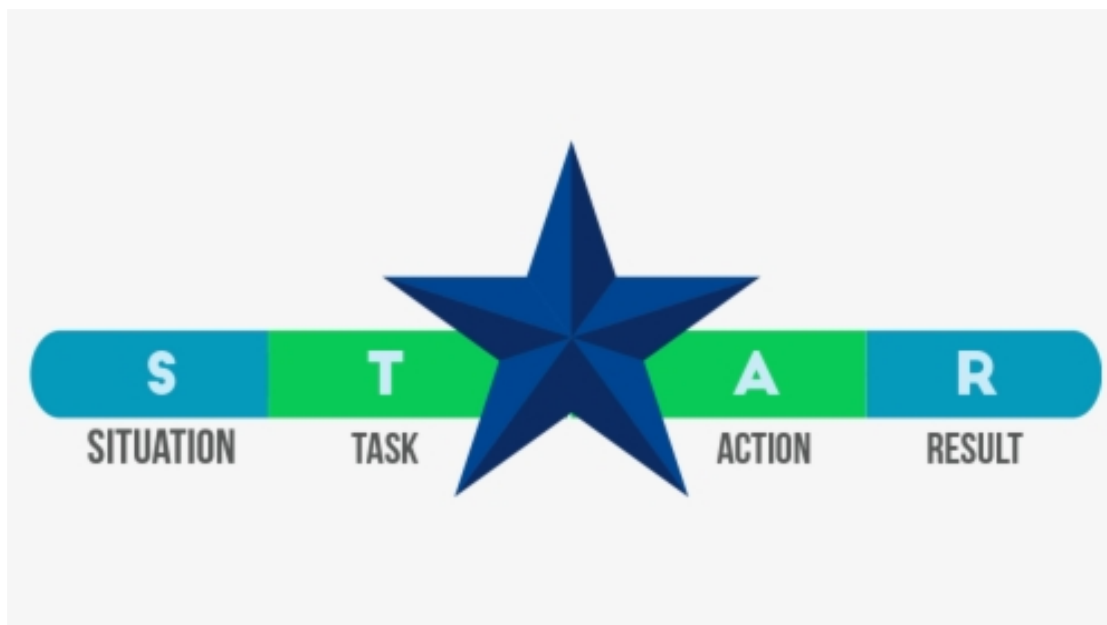


STAR Answers

At some point, you will be required to answer questions, and we totally recommend the STAR answers!

Situation **T**ask **A**ction **R**esult

- Situation: Describe the situation and when it took place.
- Task: Explain the task and what was the goal.
- Action: Provide details about the action you took to attain this.
- Result: Conclude with the result of your action.





Tips for STAR Answers

Some tips for the **STAR** Answers:

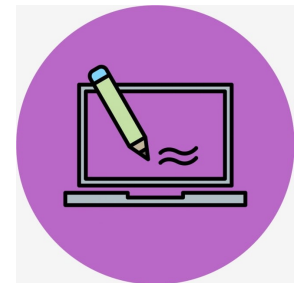
- Focus at “I” and not “We”
- Provide a well-structured example
- Give the context describing your involvement in the situation
- Use examples from personal, student or professional life
- Tell what happened in the end, what worked out and what did not
- Demonstrated lessons learnt (a bad example can be an exceptional answer)

Tip: If you feel that the role would not be a fit to you, you can always tell at the end of the interview

Technical Assignment (Part 1)

In case the process continues for both sides, gather any questions you have unanswered, any points you think you still need clarifications, and ask them.

- If a technical assignment is part of the process, ask what the deadline is and ask to have it delivered at a time convenient for you. Better to delay receiving it, than missing the deadlines or delivering a bad assignment.
- Plus, ensure that you will have access to an Instructor after receiving the instructions as again, better to ask for clarification than delivering something out of scope. Ensure that you understood what is required by you
- Create Optimized code and use the tools (libraries and functions) you feel more confident. Do not try fancy stuff to impress. It is better to go for a well written, concise and functional code
- If you have time, go for the extra mile!



Technical Assignment (Part 2)

- Provide documentation, it really helps! You can also provide a screenshot or a results file as well as a readme.txt file with basic instructions for the correct execution of the solution.
- And always, make a quick check before sending your assignment / solution. It would be a bit unprofessional to deliver a buggy solution or something that does not work or does something different than it was asked. Write that you tested the functionality of the solution and mention the environment you tested it with (eg tested with Xcode 12, iOS 14.8, macOS Big Sur).
- After delivering, ensure that you will be able to explain what you did, how & why



Job Offer Negotiation



You reached the final Stage, and you are one step away to seriously consider a career change!

- ✓ Always ask to receive a written Offer, ask for some days to think about it, 2-3 days is a market's average, Do not hesitate to ask any questions you have about the benefits or salary and discuss about the hiring date.
- ✓ Finally, be prepared to provide reference contact details if needed.
- ✓ After receiving the offer, before replying in writing saying yes or no, you still have some time to ask questions if you feel you need clarifications from the HR Team or from the Hiring Manager.

And then, the choice is yours!

Q & A Session / Practice

- Thoughts, comments?
- What would you like to add, based on your experience?





THANK YOU



MANPOWERGROUP GREECE

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Date: 4th of November, 2021



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