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.

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
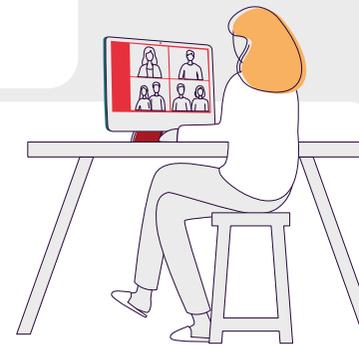
5 — 2nd interview

- **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