

Thank you for your interest in joining our team!

Here is a brief explanation of our selection process.

STEP 1: APPLICATION

When you have identified the position you wish to apply for, click the 'Submit cv' link. Depending on the country you are applying for, you will either be directed to an online application system or an email message will be generated.

When you are directed to the online application system, follow the guidelines to complete your application.

When an automatic email is generated, please take the opportunity to briefly explain your motivation, personality, skill set, current and expected salary. *This information will be treated confidentially!* Please attach your resume in English, as this is the official company language.

STEP 2: SCREENING

Our recruiters will review your application to determine whether it matches our job requirements. If necessary, they will contact you to organize a short telephone screening. During this call, we wish to obtain more information about your profile to allow a more thorough candidate selection.

STEP 3: SELECTION

If your application qualifies you further, we will invite you to our offices to participate in our selection process.

- **Individual interview:** you will meet one of our recruiters for a face-to-face interview. The objective of the interview is to discuss your professional experience, your competencies, your motivation and personal aspirations. This HR interview may be followed by a business interview at a later stage where you will meet the project manager responsible for the position. This interview will focus on the job specifics.
- **Technical assessment:** some positions require preliminary technical skills. For these vacancies, an assessment will take place to verify your technical competencies.
- **Language assessment:** some positions require certain language proficiency. In this case, your language skills will be assessed by one of our language screeners.
- **Reference check:** you might be asked to provide job references that allow us to verify your previous work experience.

When you have completed the selection process, and if our evaluation is positive, we will make you an offer of employment and discuss a start date.

Thank you for your interest in TechTeam Global job opportunities!