

ELZIAN AGRO Interview Guide

Our Hiring Process

At Elzian Agro, we look to make our hiring process as straightforward, seamless and transparent as possible, so we can really understand your bespoke strengths and skills that will make you successful in the position.

We want to give you as much support and guidance as we can, so have created a guide on what to expect, how to prepare for an interview and our commitment to you during the hiring process.

Our interview process tends to take around just one week to complete and is split across four stages. This may vary depending on the role



Application



Work sample



Hiring interviews



Feedback

Step One - Application

To prepare for this stage, it's important to carefully review the job description and requirements and tailor your application materials to the specific position and company. Make sure your resume highlights your relevant skills, experiences, and achievements that align with the job requirements.

Once we have received your application, a member of our Talent team will review your material and assess whether you meet the initial qualifications for the role. The selected candidates will receive an internship introduction video via email and will be asked to confirm their participation in the interview process.

Step Two - Work Sample

For certain positions like web developer internship, we will ask you to complete a skills based work sample within 72 hours. The purpose of this stage is to evaluate your skills and abilities in a practical setting and assess how you approach and solve real-world problems. To prepare for this stage, it's important to review the job description and requirements in detail and research the type of work sample that may be required for the role. If you have any questions or concerns about the work sample, feel free to reach out to Elzian Agro's HR team through careers@elzian.com for clarifications.

Step Three - Hiring Interviews

In this step you will have the opportunity to meet the interview board who will focus on technical, competency and values based interviews. Most interviews last around 30 minutes and we have a relaxed dress code, so feel free to dress in whatever makes you feel comfortable and suitable for the situation.

During the Hiring interviews, we will be assessing your fit for the position and to understand what qualities and attributes make up the employees at Elzian Agro. Remember that this is also your chance to interview us to see if you are a good fit for Elzian Agro - we always provide a chance for the candidate to ask questions, so make sure to clarify anything you would be interested to know from our hiring team.

Step Four - Feedback

After the completion of the interviews, our hiring team will evaluate and decide whether to proceed with offering you the position.

Regardless of the outcome, we always ensure all candidates are provided detailed feedback of the process. Overall, Elzian Agro's interview process is designed to assess your fit for the role and company culture, and provide you with support and guidance throughout the hiring process.

Preparing for an Interview:

At Elzian Agro, we want you to be able to showcase your strengths, skills, knowledge and bring your best self to the interview. During the process, we will focus on a range of technical and competency based questions to learn more about your experience, values and your motivations to join us on our journey.

- Prepare your responses - understand the key requirements for the position and think of examples where you have demonstrated those skills. We want to understand not only why you are suitable for the role, your career progression and achievements, but what value you can bring to the overall business.
- Understand our proposition - research Elzian Agro and what we really do as a business, who our competitors and customers are, our products and our future opportunities and challenges in the Lending and Payment space.
- Be yourself - here, you can truly bring your authentic self to work. We continuously strive to develop a diverse and inclusive culture and look to hire candidates from a variety of backgrounds. Share what you are passionate about, your future aspirations and what motivates you.
- Get to know us - Interviews are a two-way conversation, so take the opportunity to ask the Hiring team any questions you have regarding the role, our culture, values and future strategic plans.

Our Commitment to You:

Elzian Agro is constantly working to maintain and improve our inclusive, friendly workplace. We ensure that both applicants and our people receive unbiased treatment without discrimination on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, race or any other characteristics protected by law.

If you require any adjustments to make your experience more comfortable or if there is any way we can make interviewing more accessible for you, please let the Talent acquisition team know.

