Recruitment process at Nilfisk

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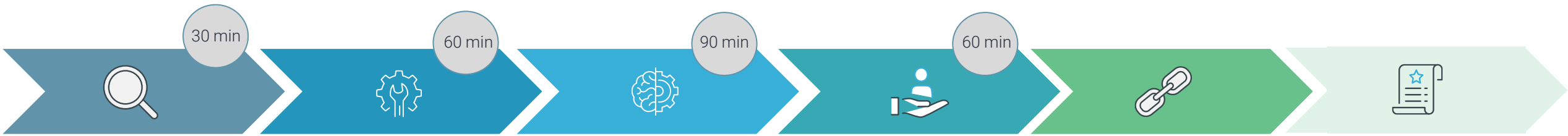
Recruitment process

On this page we aim to give you a quick overview of the recruitment process in Nilfisk. Our goal is to offer a good, transparent and inclusive recruitment process where we get the chance to get to know you through a series of interviews and assessments and where you get a change to get to know us, in order for both to make a qualified decision.



Phone screening

You will have a short phone conversation with HR and talk about the position and your motivation for the role you have applied for.

1st interview

This interview is with the Hiring Manager, where you talk about your experience, and you are presented to the company and the role.

2nd interview

Depending on the position, HR might invite you to complete a personality questionnaire and aptitude test. HR and the Hiring Manager will go through your results during this meeting.
In some cases, you might also meet some of your future peers or close stakeholders.

3rd interview

Finally, you might be invited to meet the Hiring Manager's manager for a final interview.

References

We will typically ask for a reference check in the end of the process. HR will ask for your consent before contacting references.

Offer

Congratulations !

After accepting the offer, your onboarding process starts with support from your new manager and colleagues.

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Interview tips

To help you prepare for the interview, we have collected a few tips..

Before your interview

Prepare yourself. Spend time prior to the interview by reading job description and visiting the Nilfisk website and the Careers page to get to know the company. Look also into practicalities such as how you will get there and how long it will take. Sleep well and fuel yourself with a nice meal before the interview.

Growth Mindset. At Nilfisk we believe that abilities can be learned and developed through dedication and hard work. It is interesting for us to understand your learning process. Therefore, before the interview please think of a professional set-back and what you learned from it.

Your chance to interview Nilfisk. This is your chance to learn more about Nilfisk. There are many aspects of the job that you can only uncover by speaking with us. Please prepare and ask questions about the role, team, culture, organization and industry, we are happy to answer your questions.

Special requirements and accessibility

Everyone is different when it comes to interviews - so if you have any special requirements, just let us know and we'll do our very best to accommodate you.

During your interview

Your background We evaluate your experience, skills and behaviors by using a behavioral interview technique called the STAR model (Situation, Task, Action, Result). This allows us to understand how you've handled a specific situation at work (or your studies) and to predict future behavior. An example of a question could be "*Tell me about a time where you had to change your initial idea to create more value to the company?*".

When providing your answer, reflect on specific workplace scenarios, and prepare a short description of each situation. Include the task at hand, your actions, and the eventual outcome or results. Please be as specific as possible and provide descriptive details in your response.

Be yourself. We're here to meet the real you. There's no point in trying to be someone else, it doesn't help you or us in the long run. It's important for us that you are willing to ask questions and admit when you don't know something – it's a part of our mindset and philosophy around growth mindset.

Imagine working with us. We mean this quite literally – imagine yourself working with the people interviewing you. The people sitting in front of you will positively reflect the teams you'll be working with. If you can picture yourself working with your interviewers, you might be in the right place.

After your interview

Process description. If you are not already familiar with the hiring process, please ask the Hiring Manager or HR when you can expect to hear back about next steps or the hiring decision.

Follow up and stay connected. HR or the Hiring Manager will follow up with you about the outcome of your interview as soon as possible. If you have any additional questions or thoughts, please don't hesitate to contact the hiring manager or HR after your interview.

We invite you to follow Nilfisk on LinkedIn and connect with the Hiring Manager and HR.

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