

# Interview Process

Hello and welcome to the Ignys interview process.

If we've asked to chat to you regarding one of our roles, congratulations, your CV and/or covering letter has impressed us.

Our interview process is quite straight forward, but to make each stage as simple as possible we've put together this handy guide on what you can expect when you are being interview by us.



## Initial Chat

This will usually be a very informal telephone or teams call. The purpose of this call is simply just to get to know you a little better and gauge if you'd be a good fit for our team. We will usually ask you the following questions:

- **Why has the role interested you?**
- **Why would you like to work at Ignys?**
- **Tell us about a project you've worked on that you think we'd find interesting.**

Additional to these we may ask you about your passions, hobbies and how you spend your free time.

At the end of the interview, we will advise you on what the next steps of our interview process is and when you can expect to receive feedback.

## Second/Third Interviews

If we think you're the right sort of candidate for the role we will invite you to attend a second interview. A third interview may be required for a role, in order to meet more members of our team.

Second interviews may include a short task, this will be supplied in advance, so you have plenty of time to prepare. We can also prepare a list of the type of questions we ask during second interviews, if you'd like to see them, please just ask us.

Face to face interviews last usually an hour, but please allow an additional 30 minutes in case we run over.

## Contact us

enquiries@ignys.co.uk • 0115 772 2825 • ignys.com

Good to know

### What to wear

We are not a suit, shirt and tie sort of place. Most of the team wear company polo shirts, jeans or trousers and trainers. Please wear whatever you feel comfortable in. We are interested in your ability to do the job and not your sense of fashion.

### Your comfort

Adjustments are always possible. Interviews can often feel stressful so we want to make things as easy as they can be. Things like eye contact can be optional, we understand that for some people eye contact can be uncomfortable.

If you have any requests, please let us know, if it's important to you, it's important to us. We know that this doesn't stop you writing great code, solving challenging problems or designing circuits.

Interviews are a totally artificial environment and don't really reflect day to day job performance. They're an opportunity for you to find out about us, the job, the environment, as much as for us to find out about you, and to see if we both think your employment would be a success.

### Ask us anything!

We like hard questions! There might be things you really want to know so, don't hold back - please ask.

