

Our recruitment process

Introduction

At EG, we are committed to a transparent and professional recruitment process that ensures a positive experience for all candidates. Our goal is to attract top talent from diverse backgrounds, as we believe that diversity drives innovation, fosters stronger results, and creates an inclusive and attractive workplace.

With a global and international mindset, we actively embrace diversity throughout our recruitment efforts. We follow an unbiased process that focuses on candidates' competencies and personalities while being mindful of achieving balance across gender, ethnicity, and age.

Our recruitment process may vary slightly depending on the country or position you have applied for, but in most cases, it follows the steps outlined below.

If you would like more details on each stage, you're welcome to read more below.

Job advert

All our job openings are posted on our website and LinkedIn page. We aim to provide clear and detailed job descriptions to give you the best possible insight into the role, its responsibilities, and the skills and experience required. Our focus is on finding the right match, someone who we believe will thrive within EG's work culture. While our ways of working can vary across departments, we value adaptability and a shared commitment to our values and goals.

Motivated application and CV

When applying for a position at EG, we encourage you to use your application to highlight your most relevant professional and personal competencies, as well as your motivation for applying. A piece of advice will be to make a precise and concrete application which usually does not take up more than one page in total. Please send both your application and updated CV when applying for a job.

Please note that for data protection reasons, all documents must be uploaded through our recruitment system, as we are not permitted to receive applications containing personal data via email in accordance with GDPR regulations.

The first time you apply for a job at EG you need to create a candidate profile which only takes a couple of minutes. This profile gives you full control over your data. Once set up,



you can easily apply for positions that interest you, withdraw applications at any time, or delete your profile whenever you wish.

Finding the right candidate

At EG, most of our job postings do not have fixed application deadlines, as we continuously screen and invite candidates for interviews and hire when we have found the right candidate for the job. Therefore, we encourage you to apply as soon as possible. We look forward to reading your application and CV.

Your application will be reviewed by the hiring manager, who has the best insight into the role, responsibilities, team dynamics, and customer needs. This ensures a thorough and relevant evaluation of your profile.

If we determine that you are not the right fit for the specific position, you will receive a rejection mail. However, this does not mean you won't be a great match for another opportunity at EG.

All applications are treated with the utmost confidentiality and respect by both our hiring managers and Talent Acquisition team.

The first interview

If you are invited to an interview at EG, the conversation will be structured as a mutual and informal dialogue. This dialogue helps us get to know you better, your skills, experience, and potential, while giving you the chance to learn more about EG, the role, and our way of working. We encourage you to ask any questions you may have to help you assess whether EG is the right fit for you.

Typically, the first interview is conducted by the hiring manager, as they are best positioned to discuss the role, team, and expectations. Interviews usually take place at one of our EG locations, but if needed, we are happy to arrange a virtual meeting via Microsoft Teams.

If we determine after the interview that you are not the right match for the position, we aim to provide you with a verbal rejection.

Continued conversation and test dialogue

As part of the recruitment process at EG, you will usually be invited to complete two tests from People Test System: a logic test (30 minutes) and a personality test (also around 30 minutes). These tests will be sent to you via email and must be completed



prior to the interview, as the results will serve as a basis for the upcoming interview. The email contains the deadline for completing the test.

We use these tests as a valuable tool to support our dialogue and decision-making. They help us better understand your working style and ensure a strong mutual match.

A certified Talent Acquisition specialist will review your test results with you during the dialogue. The hiring manager will also participate in this meeting.

Continued conversation and case dialogue

At times, you may be asked to make and present a case. If so, the hiring manager will inform you in advance. An example of a case might involve presenting a work project or result you are particularly proud of, or it could be a specific scenario related to key aspects of the role.

References

As part of the invitation to the continued conversation and test/case dialogue, you will be asked to complete a short form providing information on your references. Please remember to inform your references that we may contact them. Reference checks are only conducted if we assess that you are a strong match for the position.

Job offer

If both you and we agree that there's a strong mutual fit for the position, the hiring manager will contact you directly.

However, if we determine after the dialogue that you are not the right match for the position, we will provide you with a verbal rejection.

Contract and Onboarding

If you are offered the job position and we agree to move forward with a collaboration, your employment contract will be sent via our electronic contract system, DocuSign.

All new employees at EG take part in our "onboarding program", which begins as soon as the contract is signed and continues for approximately 90 days after your start date. The program includes a variety of activities such as welcome videos, introductory courses, team introductions, and familiarization with your role, tasks, systems, and customers. Regular 1:1 meetings with your manager are also an important part of your onboarding journey.



We look forward to welcoming you to EG!