

Our Recruitment Process



EG is a leading Nordic software company delivering industry-specific solutions that optimize operations and drive digital transformation.

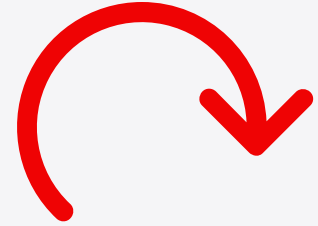
Our Recruitment Process



At EG, we believe recruitment should be transparent, fair, and engaging. Our goal is to give you a positive experience while finding the best match for both you and EG.

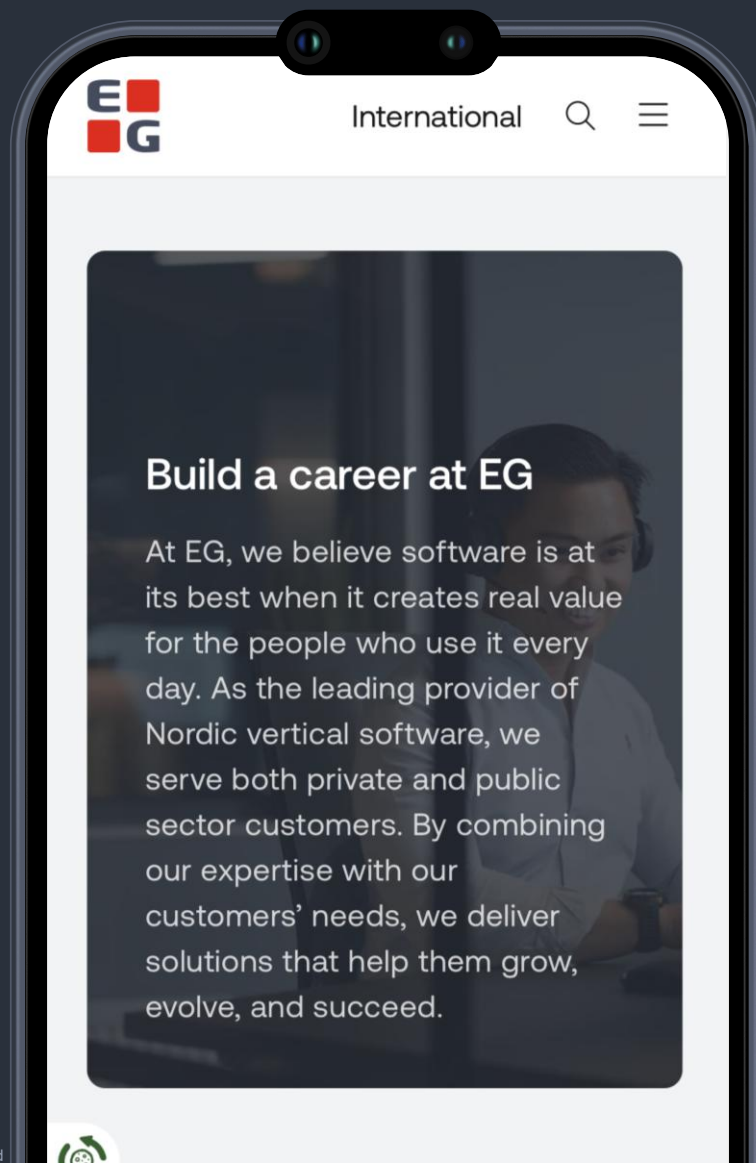


Diversity and inclusion are at the heart of our approach because different perspectives drive innovation. We embrace diversity throughout recruitment with an unbiased process focused on competencies and personality, while striving for balance across gender, ethnicity, and age.



The recruitment process may vary by country or position, but most follow the steps below. Explore each stage to learn more.

How to Apply



Send Your Application Today

Start by sending a motivated application and an updated CV. Keep it short and focused – one page is plenty.

Stay in Control

Upload your documents securely through our recruitment system. Creating your candidate profile takes just a few minutes and gives you full control of your data.

We Review Continuously

We review applications on an ongoing basis, so apply as soon as possible. Every application is treated with confidentiality and respect.



The Interview Process

1st interview

- Your first interview is an informal conversation where we get to know each other. We'll discuss your experience, skills, and the role, and you'll have plenty of time to ask questions.
- Interviews typically take place at one of our offices or virtually via Microsoft Teams.

Our process includes several steps because finding the right match matters to us—not just your skills and experience, but also your personality and potential to thrive at EG. Through out the process, you'll also get to know us better, so you can see if EG and the role are the right fit for you.

2nd interview

- Before the second interview, you'll complete two assessments: one on logic and one on personality. These help us understand your working style and ensure a strong match.
- In some cases, you may also be asked to prepare a role-related case. We'll always provide clear instructions and enough time to prepare.
- During the second interview, we'll review your results together and discuss the case if relevant.



From Offer to Onboarding



References

The final steps focus on making your start at EG as smooth as possible. We only request references if you're a strong match—and always with your consent.



Job offer

Once we agree on a mutual fit, you'll receive your offer and contract via DocuSign. Then your onboarding begins—with welcome activities, training, and regular 1:1 meetings to help you feel at home.



Welcome!

We can't wait to welcome you to the team and get you onboarded!





Software
made for you