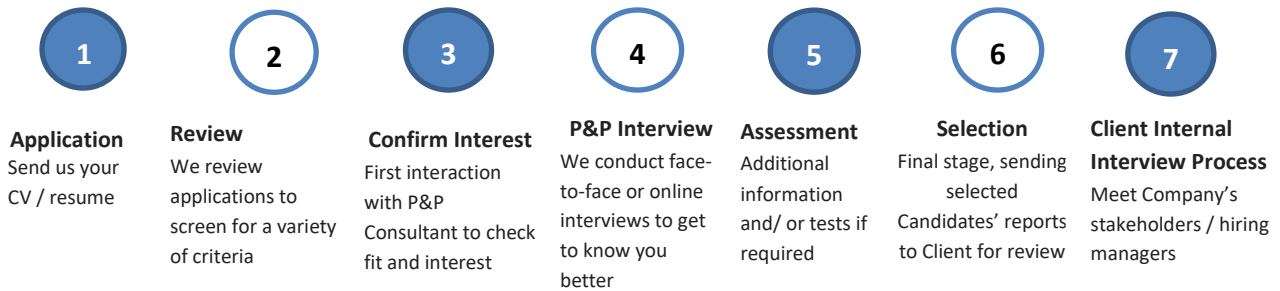


What does the selection process look like at P&P Romania?

Once you applied or were directly approached and agreed to discuss with us for one of **P&P** career openings **our selection process consists of 7 steps** which usually take far less time than you might have experienced with other companies. While applications at big companies usually run through many stages and a thousand hands, we at P&P put our efforts into quick replies. This means that if you send us your application today – depending on your own time flexibility – you will know within a few weeks if you got the job interview with our client.



1. Application

Just send your CV using either the button “**Apply**” on our “[Career Opportunities](#)” page (it takes maximum 1 minute) or submit it through the job board where you found our opening.

For us to be able to support you in your career, please submit only updated and accurate information, both in terms of your personal standing, and in terms of your professional training, experience and expertise.

Even if your skills aren't quite a match for the listed jobs, please don't hesitate to contact us. We welcome the opportunity to find out whether there's a potential match to other future jobs which we may have. Go to our “[Spontaneous Application](#)” page and hit the button “**Apply here**”.

2. Reviewing applications

Once you have sent us your CV, depending on the role and the number of candidates, review of your application might take up to several day. For **next steps only candidates who meet minimum requirements will be invited** but all candidates will receive feedback from us within 2 weeks timeframe.

We appreciate your interest and trust in us and would love to keep your credentials and get in touch when a more suitable role will appear. Please feel free to re-apply when you see another relevant listing either on our [LinkedIn](#) page or on our [Career Page](#)

3. Confirm interest

The purpose of this step is to establish whether you are truly interested in the job and (at least) minimally qualified to do it successfully. This way, only the best applicants will go to the next, stricter selection stages, like assessments and in-person interviews, saving your team time.

After confirming your interest (either via e-mail or via a phone call of maximum 20 minutes) you **will receive an invitation** with a link to a scheduling platform (Calendly) which will give you access to the Consultant's calendar to pick your preferred time for **fixing the first meeting**.

Note: If, after you are contacted by us, **you will decline your interest** in pursuing the recruitment process, we will inform the client only with respect to the name, the position, and your current employer, as proof of our work (that we have been contacted you) and for avoiding you to be contacted again for same position.

4. Interview with P&P Consultant

If, following the initial review, we will identify enough compatibility between your professional profile and the respective position's related expectations, and you confirm your interest in pursuing the career opportunity we've presented you, next step is to fix a meeting, ideally in-person or online, depending on your location and availability.

The purpose of the interview which could last in between 45 to 120 minutes is to find out more about your experience, expertise, differentiating points and expectations.

Because we do not rely on our gut feeling in making the decision to move forward a candidate in the process our interviews are structured and follow the same criteria for all candidates for a particular role. To make the best out of this time we strongly recommend following the **STAR / PARL technique**

(ST) P = problem / situation & task – what was required. | **A** = action - what did you do. | **R** = result – what did you achieve. | **L** = learning out of that experience.

The STAR / PARL format is an effective technique for presenting your responses during an interview, particularly when answering open-ended questions because it is helping you structure your answers. This technique enables you to use specific situations and examples to create a memorable, positive impression on interviewers that can give you an edge in landing a job.

5. Assessment

If you get to the final stage of our selection process, we shall provide our client with a full report on your professional profile, in which we shall include the information you have given us, regarding your personal and professional background.

- For roles requiring strong technical skills you may be asked to complete a **technical test** (30 – max. 90 minutes)
- You may also be invited to take a **personality test** – online completion takes ~ 45 minutes. The resulting profile will be sent to you too since this is a great **opportunity to rediscover your strengths and development areas**.
- Also, you may be asked to provide **additional information** to that given during the interviews.
- In the final stages of the selection process, we want to get **references** for our best fit per role candidates. They provide insights about your performance from people you've worked with in the past, such as former managers, former colleagues, direct subordinates or business partners and clients.

6. Selection / Presenting selected Candidates' Reports to Client

If you get to the final stage of our selection process, we shall provide our client with a full report on your professional profile, in which we shall include the information you have given us, regarding your personal and professional background.

The detailed report we are presenting to our clients is a summary of **who you are** and **what you've done in your career** as well as your expectations from the role, team, company, and package - actually is a selling tool where P&P gives the Client Company more accurate information by describing how you made a difference in each role, as opposed to anyone else that might have similar professional experience.

Therefore we will kindly ask your support in clarifying some aspects, besides what was discussed during the interview, important for ensuring the success in the following steps of recruitment process with the Client.

7. Client interviewing process

After submitting the short-listed candidates reports (between 3 and 5 proposals, depending on the type of role, seniority and industry) the Client will decide if will meet all our proposed Candidates and starts their internal selection process which usually takes 2 steps.

***Feedback:** after each step of the process all candidates will receive feedback and actual status in the selection process. We appreciate your understanding of the fact that we are unable sometimes to provide immediate personal feedback to each if you don't move forward in the process because sometimes it might longer than expected (either Client has other urgent priorities and postpones the process or there is a very large number of applicants).

****Onboarding:** After accepting the job offer we will keep in touch to collect feedback on your onboarding process and performance in the role. Whenever you may feel we may support you in mediating different issues with your new employer, we are at a call / e-mail distance so than, do not hesitate to contact us.