



#UniquelyExperian



WHAT TO EXPECT

We're excited you've decided to interview at Experian. Your interview will give you an opportunity to meet some of our team virtually and get a feel for what it's like to work here. We've put together this short guide to give you an idea of what your interviews will involve. Like many things we're constantly trying to improve how we interview, so please let us know if you have any comments or concerns. We look forward to speaking to you soon.

HOW TO PREPARE: WHAT ARE WE LOOKING FOR?

We strive to hire the best. Many of our interviews are designed to understand your passion, drivers and experience. We want to know what motivates you to go above and beyond and how to overcome obstacles that may come your way. We want to hire people who want to be part of something bigger than themselves. This is a great opportunity to ask us questions about the Experian story.



Over the course of your interviews you'll virtually meet members of your prospective team as well as other key players working alongside them. We embrace diversity in Experian and so you may find that our interview panel is made up of people with different backgrounds, experiences and opinions - because we know you are evaluating us as much as we are evaluating you. You can find below some key material on what it means to be Uniquely Experian.

The Experian Story

- [Experian Careers](#)
- [Experian Culture](#)

Find us on social media! #ExperianLife



HOW DO WE EVALUATE?

General Skills

This includes interpersonal skills valued by all great organizations, like respect, curiosity, teamwork, adaptability, and integrity.

Communication and Execution Success

We want to continue to create a team of collaborative superstars. We want to know how you express your ideas and concepts, both written and verbal. Can you give examples of a project from concept to completion and how you used collaboration to get there?

Strength of Role Specific Skills

Skills relevant to the specific job you are being considered for are obviously important. These may be team management skills, technical skills like knowledge of programming languages, or communication skills.

Values and Culture "Add"

We don't want to hire individuals that just "fit" into our culture. With an intentional diversity and inclusion focus we seek to hire those who add to our culture. We want you to thrive at Experian, so we want to know if you're comfortable with an environment of collaboration, innovation, and accountability.

HOW MANY INTERVIEW STAGES?



Our process will vary from role to role but on average candidates go through 4 interviews (and typically 3 minimum). Our Talent Acquisition Partner will brief you on the assessment process for the role to which you have applied and will confirm if it includes anything other than interviews (e.g. psychometric or intellect assessments).

It's important you also get the opportunity to engage and get a feel for the people and organization you may be joining. We tend to incorporate a project/assessment into our interview rounds. If you have any questions just reach out to your Experian Talent Acquisition Partner to give you more valuable insights.

WHAT DO I WEAR?

Since the majority of interviews are currently virtual we recommend you simply wear something you feel comfortable in, yet interview appropriate.

6 TIPS FOR MASTERING YOUR INTERVIEW VIRTUALLY

General Skills

Given virtual interviews are much more common at present, we wanted to share some top tips with you on how to make the biggest impact virtually.

Test Your Technology

The minute you agree to a virtual interview, test your technology to ensure you're set up for success. Check your internet connectivity, download any necessary video apps, and confirm your camera and microphone are working.

Set the Scene and Minimize Distractions

Make sure you have optimal lighting and minimize background noise, taking your interview in a private room if possible.



Be Prepared

You'll want to be prepared with a notebook and pen for notes, and a list of questions you'd like to ask. We highly recommend you take a quick look at who you'll be interviewing with on LinkedIn prior to your interview. You may find you have connections or backgrounds in common!

Practice, Don't Memorize

It's important to keep things simple. Don't feel like you have to give a long-winded answer if the question doesn't warrant it. Being clear and concise is one of the most important things in a job interview.

Monitor Your Body Language

You can't firmly shake a hiring manager's hand or as easily exude enthusiasm via video. But what you can do is monitor your body language. The main way to communicate confidence is to sit up straight and look into the camera at the interviewer, just as you would make eye contact if you were face to face.

Be Yourself

A key task for the team at Experian is determining whether you would be a good addition to the company's culture. This can be challenging during a virtual interview because there is a physical disconnect. It's more difficult for the interviewer to understand your enthusiasm through the screen, so make sure you're expressive when answering questions.

If you require any additional access requests either for your virtual interview or when coming into the building for a face to face interview, we will happily welcome any accommodation you may need. Please note we will allow service animals along; however, we cannot accommodate any other animal into our office.

THANKS FOR YOUR TIME!

We appreciate you are taking time out of your day to interview with us, regardless of the outcome we want you to leave your interviews with the team feeling energized and more excited at the prospect of working at Experian. We would love your feedback on how the interview went.