



Your interview at Experian: 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 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 in-person or virtual interview 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?

At Experian, we strive to hire the best. Our interviews are designed to understand your passion, motivations, and experiences, what drives you to excel and how you overcome challenges.

We're looking for people who want to be part of something bigger than themselves. Being Uniquely Experian means embracing diversity, innovation, and collaboration to make a positive impact on people's lives.

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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

Hard and soft skills relevant to the specific job you are exploring are important. Be prepared to share examples that demonstrate the core skills and competencies highlighted in the job description.

Values and Culture

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 you can expect to go through 2 to 4 interview stages, each an opportunity for Experian and you to check alignment. 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 (technical tests or cognitive ability assessments).

It's important you also get the opportunity to 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 additional support.

TRAVELING FOR YOUR INTERVIEW? HERE'S WHAT YOU NEED TO KNOW

We understand that traveling for an interview can be both exciting and a bit stressful. Whether you're coming from another city or country, here are some tips to help you prepare:

Before You Travel

- **Travel Arrangements:** If Experian is coordinating your travel, you'll receive details from your Talent Acquisition Team.
- **Documents to Carry:**
 - Government-issued photo ID (e.g., passport, Aadhaar, driver's license)
 - Interview invitation email softcopy
 - Any supporting material (if applicable)

Interview Day Tips

- **Arrival Time:** Aim to arrive at least 20 minutes early.
- **Check-In:** Present your ID at the reception and mention your POC name and interview schedule.
- **Dress Code:** Wear something comfortable yet professional. We care more about your skills than your outfit.

Planning Your Route

Know Your Destination: Confirm the office address and entry instructions with your Talent Acquisition Partner.

Parking: If driving, ask your Talent Acquisition Partner about parking availability.

Transport Options: Research local transport (cab services, metro, etc.) and allow buffer time for delays.

Need Support?

Emergency Contacts: Keep your recruiter's number handy in case of delays or issues.

Thank You!

We appreciate the effort you've made to travel and meet us. Regardless of the outcome, we hope you leave feeling energized and excited about the possibility of joining Experian.

Tips for mastering your interview



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!



Plan Ahead

After all your careful preparation, don't let a late arrival undermine your chances of getting the job. Arrive 15 minutes early and check in for your interview. Have your photo ID ready (for example, your driver's license or passport). If after all this preparation you are still running late, let the coordinator or the recruiter know. If you go virtual, check your internet connectivity, download any necessary video apps, and confirm your camera and microphone are working.



Location

You should study your route to the interview beforehand. If you're using public transportation, add extra time to account for delays or unexpected interruptions. If you're driving, be sure you have information about parking, ask your coordinator or recruiter for further details if needed. If you need to deliver a presentation or supporting material, please send it to your coordinator or recruiter beforehand.



Practice, Don't Memorize

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



Set the Scene and Minimize Distractions

Set up your mobile device on silent to avoid distractions and demonstrate commitment to the interview. If the interview is virtual, make sure you have optimal lighting minimize background noise, taking your interview in a private room if possible.



Monitor Your Body Language

The main way to communicate confidence is to sit up straight and keep eye contact with the interviewer. Good posture gives a positive first impression.



Be Yourself

A key task for the team at Experian is determining whether you would be a good addition to the company's culture. Being your true self is the opportunity to show that you could be a great add to Experian's culture, you should always lead with authenticity. Be professional but be yourself.

If you require any additional support either for your virtual interview or when coming into an Experian office for a face-to-face interview, we will happily welcome any accommodation you may need.



Frequently asked questions