

Recruitment process

Introduction:

In EG we want a transparent and professional recruitment process to make sure that all our applicants have a good experience. Our goal is to attract the best people with an eye for different backgrounds, because we believe that this will create an attractive workplace and contribute to better business results. Our global and international character is also reflected in our recruitment process, where we actively work to embrace a diverse and inclusive workforce. Our recruitment is unbiased and is a competency-based approach where we are looking for diversity in gender, ethnicity and age.

Please keep in mind that the recruitment process might vary in duration depending on the location and type of job you are applying for. Therefore, this information should be considered a guideline. If you are interested in more information about the different steps of the recruitment process, you can read more about the process below:

Job advertisement

Our job advertisements will be posted on our website and on our LinkedIn page. We do our very best to describe the job and the related tasks to give you a definite insight into the job and the required competencies and experiences. It is important for us to find the right match for the job, but we are also very committed to finding a candidate that thrives in EG and matches our ways of working, that can be very different from business unit to business unit.

Motivated application and CV

In the motivated application you should take the opportunity to highlight your strengths, important skills and your motivation for applying for this specific job. It is important that you make it clear why you are the right candidate and what you can contribute with. A good advice would be to make sure you prioritize your information, write as precisely as you can and keep the application to one page. Together with the motivated application you should also attach your CV.

All data must be uploaded via our recruitment system and please respect that we cannot receive any data via email due to GDPR regulations.

The first time you apply for a job in EG you need to create a candidate profile. This is to ensure that you have a complete ownership over your own data. Creating a profile takes no more than 2 minutes and once the profile is created you can send and withdraw applications to the jobs you find interesting. You can at any time withdraw your application and/or delete your profile.

Finding the right candidate

Most of our vacancies do not have a specific application deadline as we continuously screen and call in candidates for interviews. We employ when we find the right candidate so please send your application as soon as possible - we are looking very much forward to reading it.

In EG it is the hiring manager that will be the first to go through your motivated application and CV. It is our managers who knows the job, the tasks to be performed, the customers and the team the best and he or she is therefore in the best position to judge which candidates is the right match for EG.

If we decide that you unfortunately are not the right match you will receive an email with a rejection. A rejection does not eliminate the opportunity that you can be the right match for another job in EG.

Both our managers and employees in Talent Acquisition works in complete confidentiality and handles applications with respect and in strict confidence.

1. Interview

We want to emphasize that an interview is always a two-way process. The interview allows us to find out more about your skills and experiences, but it is also an opportunity for you to get to know EG, the job. At the interview you will also have the opportunity to ask any clarifying questions you may have in order to decide if EG is the right place for you.

Usually the first interview will be with the hiring manager who is responsible. This will most likely be face to face, but in some cases where this is not possible the interview will be held via Teams.

If we decide that you are not the right match, we always aim to give you a verbal rejection.

2. interview with test

If you are invited to a second interview, you will usually be asked to answer two tests from People Test System, namely a logic test (thirty minutes) and a personality test (approximately thirty minutes). The tests will be sent to you and should be answered prior to the interview as these will be the point of departure for the second interview.

In EG we use tests because they are an excellent conversation/interview tool to get to know you better and ensure a mutual match. You will go through the results together with a recruitment consultant from Human Resource. The hiring manager will also be participating in the second interview.

References

As a part of the invitation to the second interview, you will be asked to fill out a scheme with information about your references. You should always let your references know that we may contact them, but we will only make contact if we asses that you are a match for the job.

Contract and onboarding

If you are offered the job and you can agree on a future cooperation you will receive a contract via our electronic contract system, DocuSign.

All new employees in EG will be a part of an extensive Onboarding program, starting from the moment you sign the contract and continuing 90 days after the first day in your new job. The Onboarding Program consists of a wide range of activities from introduction videos and courses, selected learning activities, and of course follow-up meetings with your manager.