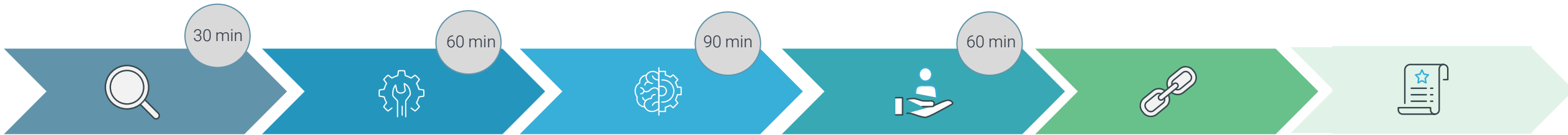


# Recruitment process

*On this page we aim to give you a quick overview of the recruitment process in Nilfisk. Our goal is to offer a good, transparent and inclusive recruitment process where we get the chance to get to know you through a series of interviews and assessments and where you get a change to get to know us, in order for both to make a qualified decision.*



## Phone screening

You will have a short phone conversation with HR and talk about the position and your motivation for the role you have applied for.

## 1st interview

This interview is with the Hiring Manager, where you talk about your experience, and you are presented to the company and the role.

## 2nd interview

Depending on the position, HR might invite you to complete a personality questionnaire and aptitude test. HR and the Hiring Manager will go through your results during this meeting. In some cases, you might also meet some of your future peers or close stakeholders.

## 3rd interview

Finally, you might be invited to meet the Hiring Manager's manager for a final interview.

## References

We will typically ask for a reference check in the end of the process. HR will ask for your consent before contacting references.

## Offer

Congratulations !

After accepting the offer, your onboarding process starts with support from your new manager and colleagues.