

Interviewing

What can I expect during the interview?

Details and logistics of your visit will be provided by your host. You may have initial telephone or video interviews or an initial visit that is shorter as part of our screening stage, but the main interview visit is likely to be a full day. This main interview visit will have a number of interviews lasting 30-45 minutes each during which you will meet the Hiring Manager and various members of the team. You may also meet close collaborators, stakeholders, and a Human Resources representative. This may seem daunting at first but we often receive feedback on how quickly the day seems to go and how enjoyable candidates find the experience. You will meet a range of fascinating people; please take full opportunity to have quality discussions for your career decision-making.

Will there be panel or other types of interviews?

Most meetings are one-to-one, but you may also be asked to give a seminar presentation, take an ability assessment, or participate in a group/panel interview with more than one interviewer in the room. Panel interviews are usually no more than a few people and may include peers or future direct reports of the position you are interviewing for.

Will I get a break?

We do our best to build suitable breaks into your schedule, including lunch where you are most likely to also meet future peers and direct reports. However, if you need to take a break at any time, please feel free to let your interviewer know. Guest wireless is available for use, if needed during your breaks.

What should I wear?

For your interview, we recommend proper business attire.

What kinds of questions will I be asked?

Though the possibility of joining us is about looking forward, you can present yourself best by looking back! We practice Behavioral or Competency based interviewing, which is a common interview approach with most employers. Your interviewers will look for specific work examples from your previous employment history for the particular competencies / capabilities / behaviors they wish to assess. To prepare for this, take some time to reflect on your experiences: what you have achieved, how you did this, and the outcome and impact on others. Your ability to recall and discuss your experience in this way will serve you well through our interview process. Much like Science and Drug Discovery, one of the exciting elements of an interview process can be going into the unknown. At the interview visit stage, we have an initial understanding of each other through the job description, CV and any previous telephone conversations. We invite you to consider the interview process as a good discussion rather than an examination. We are interviewing you to assess whether you meet our needs, but just as important is whether we meet yours. We will present a thorough and transparent view of the job and working at NIBR and we encourage your questions on any subject that is important to you for your decision-making on the opportunity in front of you.

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