



Recruitment tips



Welcome to Saint-Gobain! We know interviews can feel a bit overwhelming, but don't worry- we're here to help! In this video, we'll walk you through the Saint-Gobain interview process, sharing tips to boost your confidence and give you the best shot at landing the role you're aiming for.



Getting Started

Let's start with the basics - how do you fully prepare for your interview at Saint-Gobain? The first step is simple: Know yourself!

Make sure you can clearly explain why your skills and experiences are matched to the role you're applying for. Be ready to dive into details from your CV - whether it's your past projects, accomplishments, or challenges you've overcome.

And take a moment to refresh your memory on how your previous work experience relates to the role you want. You'll want to confidently explain how your background transfers to the position you're after.



Understanding Saint-Gobain

Saint-Gobain is made up of over 20 different businesses in the UK alone! Take time to research the brand you are interviewing with. This will help you stand out and show that you're serious about the role.



Dress for Success

First impressions matter, so dress for the occasion! No matter the position, you want to feel comfortable to be able to present the best version of yourself. Dressing appropriately for the environment in which you are interviewing shows you're professional and ready for the challenge ahead. If you are unsure, just ask!



Be Prepared & Stay Organized

Have you ever left an interview and realized you forgot to ask some important questions? It happens more than you think! To avoid this, write down your questions beforehand and bring them with you. It shows you're organized, thoughtful, and prepared.

Arrive a few minutes early to account for anything unexpected. Some of our sites have a Health and Safety questionnaire to complete, or there might be a gatehouse you'll need to check in at. And one quick tip: all Saint-Gobain sites have a reverse parking policy, so keep that in mind when you arrive!

While waiting, take a look around. If there's any literature available in the waiting area, give it a read - you might learn something new about the business that could come in handy during your interview!



The Interview Process

Now let's dive into the interview process itself. Every interview at Saint-Gobain is slightly different, depending on the role and the hiring manager, so it's important to know what to expect.

Interviews will generally have two stages. These may include presentations, assessments, or online aptitude tests. Make sure you understand the recruitment process for the position you're applying for - ask your recruiter if you're unsure, we will be here to support you throughout!

First Stage Interviews

Typically, the first stage is a meet and greet with your hiring manager. This is where you'll discuss your skills and experiences and how they match the role. It's your chance to make a strong first impression, so come prepared!

You'll likely face competency-based questions, where the goal is to match your skillset to the job description. Make sure you're comfortable answering these types of questions. Practice connecting your past experiences to the role at hand.



Presentations & Assessments

Depending on the role, you might be asked to do a presentation. Don't panic - this is your chance to shine and showcase your knowledge!

The topic will be given to you ahead of time, so if you need any clarification, don't hesitate to ask. Preparation is key - know what equipment is available, whether you'll need a laptop, projector, or internet access. Always have a backup! Email yourself the presentation and bring a memory stick, just in case.

For an extra touch, consider printing out handouts for the panel - it shows that you're thoughtful and meticulous.



Aptitude Tests

You may also be asked to complete online aptitude tests at different stages of the process. These are designed to assess your skills and suitability for the role. To give yourself the best shot, make sure you take advantage of mock assessments available online.

**GOOD
LUCK**

We hope these tips have helped you feel more prepared and confident for your interview.

Good luck! We look forward to seeing you at Saint-Gobain!

Everything covered here on this PDF is also available as a video.

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