



# INTERVIEW PROCESS

We are delighted to share with you our interview process. This process is designed as a **two-way street**: it is much about Tealium interviewing you as it is you interviewing Tealium. While it differs by role, this resource will highlight all of our common interview styles so you know what to expect. We will also share our tips and tricks to help you prepare for your upcoming interview so you can feel confident taking this next step in your journey!



**ONLINE APPLICATION:** This is the first step of the interview process where candidates submit their application to Tealium via our ATS, Workday. This information is used to determine if the candidate meets the minimum qualifications for the job as outlined in the job posting.

**RECRUITER SCREENING:** In this step, you will chat with a recruiter via phone. Think of it as a chance for both parties to determine if the opportunity, skills, and abilities align with the role and needs of the business.



**HIRING MANAGER INTERVIEW:** In this step, you will meet with the hiring manager via a video conferencing platform, allowing them to learn more about your experience, skills, and assess via a blend of behavioral, situational, and technical questions, whether they match the needs of the role and their team.

**PANEL INTERVIEW:** In this step, you will meet with a group of interviewers via a video conferencing platform. This panel interview may be described as a team (assessing fit within the team) or cross-functional (assessing fit with vital internal stakeholders to the role) interview. The interview may include behavioral, situational, and technical questions, and requires you to manage interactions with multiple interviewers simultaneously.



**SKILL ASSESSMENT OR PRESENTATION:** At times, depending on the role, we may ask you to complete either a skill assessment (e.g. coding exercise) or a presentation relevant to the role you are interviewing for in order to develop a better understanding of your skills.

**LEADERSHIP INTERVIEW:** In this step, you will meet with the department leadership via a video conferencing platform. The interviewer(s) will focus on understanding your strengths, goals, and motivations as well as assessing how you align to our Ways of Work and how you will bring value to the organization they oversee.





# INTERVIEW PREPARATION TIPS

Preparing for the job interview can be one of the most stressful parts of the job search as interviewing is a critical part of the selection process and is a two-way discussion between you and the interviewer(s). Both of you are trying to gain as much information as possible to make an informed decision. Check out some preparation tips below to make the most of your Tealium interview experience!



## TEALIUM RESEARCH

It is recommended that you take time to research Tealium, including our WOW (Ways of Work) Culture. This will give you a better understanding of how we think, act, and interact with each other, our customers, partners and community. This will also enable you to showcase your alignment with our WOWs during your interview(s). This information can be found on our [Tealium Careers Page](#).

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## REVIEW JOB DESCRIPTION

Read through the job description available in Workday carefully and make note of the skills and qualifications required for the role. Think about how your experience and skills match up to the job requirements and ways you may highlight them in your interview answers.

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## PREPARE QUESTIONS TO ASK

As you review the job description and research Tealium, make sure to write down any relevant questions you may have about the role, team, or Tealium to ask your interviewer(s). This will highlight your interest in the role and Team Tealium, in addition to showcasing the research you did prior to the interview.

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## PRACTICE INTERVIEW QUESTIONS

Prepare for common interview questions such as behavioral and situational questions that highlight the skills and qualifications required for the role. We recommend answering all behavioral and situational based interview questions using the STAR method which is a structured and ideal way to answer each question. STAR stands for:

**Situation:** Set the stage and give the interviewer context to the situation you were involved in.

**Task:** Let the interviewer know what tasks were needed to complete the objective.

**Action:** Describe the actions that you actually took.

**Result:** Share the result of those actions. We are a very data-driven company, so it's always great to speak to your impact as you describe your results.

In addition, we encourage you to prepare a pitch that highlights your skills, experience, and accomplishments that make you a strong fit for our role. You should also be prepared to articulate the impact you can make for the position.

## Lastly, BE YOU!

It's important to be truthful about your skills and experience, but also to be yourself and let your personality shine through. Authenticity helps you build a connection with the interviewer(s) and shows that you are a trusted candidate.