

## Our selection process

### CANDIDACY

On our website on the "**About Us - Career**" page you will find **open positions** or you can send us an unsolicited application. We post all information and announcements there.

Brofind, at every stage of the recruitment, selection, and personnel management processes, **does not** and **will not tolerate discrimination** related : gender, ethnicity, religion, disability, sexual orientation, care responsibilities, parenting, age, union membership, and any other condition that could give rise to discrimination

Prepare short and simple CVs. Choose the important things to exhibit focus on the position closest to your interests and skills.

### PREPARE FOR THE INTERVIEW

In most cases the first interview will take place in person. Inquire about Brofind. We appreciate that the people we meet have invested time to inquire about us.

Reread the announcement and mark the **aspects** you would like to learn more about the role or more generally about our reality. During the interview you will receive a variety of information and be given all the details of the position. It is important that **everything is clear**, which is why there will be a space for your questions at the end of the meeting.

### COLLOQUY

Think of the interview as a time to get to know each other. We at Brofind will need to learn more about your skills and motivations, and you will need to understand whether the role and context reflect your expectations: whether you join our company will be a **mutual and shared choice**.

Clearly state your reasons and situation (whether you have other selection processes , definite notice job change, or concerns about your choice). Make sure you have all the information you need.

Should any other questions or curiosities arise, please do not hesitate to contact us at a later date.

### AFTER THE INTERVIEW

At the end of the interview you will be provided with information about the **next steps** and **timeline**. Should it take longer than the time defined together, please feel free to contact us and write to us for updates

If anything changes, keep us informed.