



We're Storm2

# CONNECTING FINTECH TALENT

EUROPE | NORTH AMERICA | APAC

## The Ideal Interview Structure

This section covers effective best practices, offering guidance to ensure your interview process is efficient, informative, and respectful of everyone's time.

### The Balanced Three-Stage Approach:

The cornerstone of an effective interview process lies in its structure—striking the right balance between comprehensive evaluation and a streamlined experience. Our golden rule is the three-stage interview format, designed to assess qualifications, gauge cultural alignment, and make an impactful impression. This approach fosters an insightful exchange where you evaluate candidates and they, in turn, evaluate your company's culture and opportunities.

#### Stage 1: Establishing a Connection and Showcasing Your Company:

In this initial phase, your objective is twofold: to assess if the candidate meets the necessary requirements and to captivate them with your company's allure. Engage in conversations that reveal their career aspirations and interests while positioning your business as a compelling destination. This stage offers a prime opportunity to highlight your company's values, vision, and mission, creating a compelling narrative that resonates.

#### Stage 2: Delving into Expertise and Experience:

With qualifications affirmed, proceed to delve into the candidate's technical expertise and past experiences. Depending on the role, this could entail a technical assessment or a deep dive into their professional journey. By discussing past projects, challenges, and achievements, you gain a clearer picture of their skills and fit within your organization.

#### Stage 3: Exploring Culture, Opportunities, and Final Impressions:

The final stage is dedicated to fostering a deep understanding of your company's culture, potential growth, and what differentiates your team from others. This is also an opportunity for candidates to pose questions and engage with team members who can provide unique insights. This stage serves as the concluding pitch to sell your company, showcase opportunities, and solidify their positive experience.

### Striving for Efficiency and Impact:

Remember, the interview process is a mirror reflecting your company's values and decisiveness. Strive for three stages to maintain a thorough yet efficient evaluation. More than three stages can lead to attrition of top talent due to perceived indecisiveness or excessive demands on their time. By following this structured approach, you ensure that your interview process aligns with your company's identity and respects both candidates' and your team's time.



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### Stage 1: Getting to Know Each Other and Assessing Fit

#### Priorities:

- Assess the candidate's alignment with company values and mission.
- Present the company as an appealing choice.
- Understand the candidate's career aspirations.

#### Lead Interviewer:

- [Name]

#### Key Questions:

- Can you tell us about your journey and what inspired you to apply for [company name]?
- What aspects of our company's values resonate with you the most?
- How do you envision contributing to our [specific project/initiative]?
- ...

### Stage 2: Technical Assessment or Deep Dive into Experience

#### Priorities:

- Evaluate candidate's technical skills and expertise.
- Explore candidate's experience relevant to the role.
- Assess problem-solving abilities and domain knowledge.

#### Lead Interviewer:

- [Name]

#### Key Questions:

- Can you walk us through a recent project that showcases your technical proficiency?
- How do you approach solving complex technical challenges?
- What is your experience with [specific technology/framework]?

### Stage 3: Cultural Fit, Opportunities, and Final Impression

#### Priorities:

- Evaluate the candidate's alignment with company culture and values.
- Present growth opportunities and unique selling points of the company.
- Address any remaining questions and solidify positive candidate experience.

#### Lead Interviewer:

- [Name]



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### Key Questions:

- How do you envision contributing to our company's culture of [specific value]?
- What are your career aspirations, and how do you see them evolving at [company name]?
- Are there any specific questions or concerns you'd like us to address?

By customizing this template for each interview stage, you create a structured approach that ensures meaningful conversations, comprehensive evaluation, and a consistent representation of your company's identity and values.