

The recruitment process at Lengow

So, you've heard about life at Lengow, or maybe you've read our blog posts and follow us on our social networks. Or maybe you've just found out about our company and are interested in joining the adventure?

We believe it's essential to study each application well. Our goal is to ensure you have the best possible experience during the various stages of our recruitment process.

Spontaneous application or response to a job listing

A recruiter's dream? That every application is the perfect fit! Unfortunately, this can't always be true and we have to make a choice. Did you get a negative response at the first stage of the process? No panic—other opportunities are around the corner!

NB. Whatever happens, we will do our best to get back to you within seven days of receiving your application.

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Physical interviews

Depending on the position, you will meet several people from the company.

- **HR team** : We learn about your experience, professional project, and personality in order to ensure a cultural fit with the company and the requirements for recruitment.
- **Team Manager** : Evaluation of skills, learning capacity, personality in relation to how the team operates.
- **Head of Service** : Ensuring that the profile matches the recruitment needs.

◦ **Employees** : Sharing their experience with the candidate.

During each interview, our objective is to present the company, position, and working methods in the most realistic and transparent way possible.

NB : For jobs directly linked to the Lengow platform, a technical test may be required.

3

Phone interview

This initial conversation with the HR team aims to verify the fit between your job search and the recruitment needs (experience, missions, working methods, professional project, salary, etc.).

NB. At Lengow, we think it's key to give you vocal feedback following your application once a first interview has taken place.

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Take advantage of the time between each interview to learn more about Lengow, whether via our corporate website, blog, Instagram, LinkedIn, or Twitter... You have a multitude of platforms at your disposal to get to know us a bit better.

Get in touch with our HR Team if you have any questions.

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