

# What to Expect After You've Applied to GLG

All applications to GLG are read by real humans who are familiar with our jobs and are experts in interpreting résumés. If our recruiters think you're a potential match, they'll schedule a call to learn more about your skills and experience, and give you the opportunity to learn more about the role.

## The Interview Process

Interviews at GLG typically occur over two to four weeks and will introduce you to about five to seven GLGers. Your recruiter can help you understand the specific timeline for the role you applied for, but most interviews will likely cover the following stages:



**1 Self-recorded video interview\***  
Once you clear the résumé screening stage, you may receive an invitation to complete a self-recorded video interview. This may take up to 15 minutes. Dress professionally, find a quiet, private, well-lit place, ensure your internet connection is stable, and confirm your audio is working by testing your webcam in advance.

**3 Phone interview**  
The phone interview is your first opportunity to speak to a member on the team you're interviewing for, and it should take 30 to 45 minutes. Be prepared for competency-based and role-related questions.

**5 Final interview with two or three senior leaders**  
For your final round, you will typically meet two or three senior leaders who will assess you for different competencies. You'll also have the opportunity to ask questions about the role, team, and culture so you can decide whether the position and organization will be right for you.

**2 Phone screen with a recruiter**  
Phone screens take approximately 30 to 45 minutes and will cover your understanding of GLG's business model and the role, as well as why you are interested in this opportunity.

**4 Case study examination**  
This session gives you the opportunity to showcase your problem-solving and critical-thinking skills by walking through how you'd handle a scenario relevant to the role to which you have applied. It will take approximately one to two hours, and it may be conducted face-to-face or virtually.

**Note:** depending on the particularities of the role or region you are interviewing in, your interview process may not include all of the stages as listed above, or may include additional steps to the process.

\* EMEA & APAC only. Does not apply in the Americas.

## How to Prepare

The interview process is our opportunity to learn more about one another. We'll ask questions about your skills and experience and welcome you to ask about working at GLG and the role you've applied for. To succeed in the interview:

- 1 Carefully examine the job description and consider why you want this role.
- 2 Research about the industry and gain understanding about GLG's market share and growth and review the fact sheet and FAQ on our website.
- 3 Use the Situation, Task, Action, Result (STAR) approach to answer the competency-based questions.
- 4 Prepare thoughtful questions for the interviewers. Be specific and data-driven.

## After the Interview

When your interviews are completed, the interviewers will review your candidacy. Once a decision has been made on next steps, the recruiter will contact you to provide an update.

This process can take up to three weeks to complete. We will strive to keep you updated, but please don't hesitate to reach out to your recruiter if you have any questions.