

# MBDA EARLY CAREERS RECRUITMENT PROCESS

We understand applying for early career schemes can be daunting and you may not know what to expect. We want to provide candidates with as much information so you can be prepared and perform to your best ability during our recruitment process.

Here you will find details of key dates, the different assessments and useful hints and tips!

STEP BY STEP PROCESS

1

## INITIAL APPLICATION

You will need to complete an online application form and include details about yourself and answer some role specific questions. You won't be required to provide a CV.

2

## ONLINE ASSESSMENTS

If eligible, you will be sent a link to complete our online assessments. For graduates, undergraduates and summer placements this will be diagrammatical, numerical and verbal reasoning. For apprentices, this will be strength based.

3

## INTERNAL REVIEW

If successful, the hiring manager will assess your suitability to the role by reviewing your online assessment results and initial application.

4

## ASSESSMENT CENTRE

If shortlisted you will be invited to our virtual assessment centre. This will include a range of strength based activities where you will interact with assessors and other candidates.

5

## OFFER

Regardless of the outcome of the assessment centre, you will receive a telephone call to inform you of the decision and provide feedback/next steps.



## HINTS & TIPS

Take it seriously (but not too seriously!)

### APPLICATION STAGE

Make sure you read the question, proof read your answer and make the most of your word count.

Most importantly - remember to be yourself! Make the most of telling us about you and what makes you tick.



### ONLINE TESTS

Ensure you carry out practice tests, especially if this is something you haven't done before.

Don't leave it to the last minute to do them, it is best to set time aside and schedule it in your diary like a meeting!



### ASSESSMENT CENTRE

As our activities are strengths based, you can't prepare in advance so it is extremely important just to be yourself!

You can set yourself up for success by revisiting the role you applied for, knowing why you want the role and what interests you about the company.



As our assessment day is virtual, we advise you to test your technology prior to the day and allow extra time for any issues so you know you will be on time.



◆ Graduate & Undergraduates
 ◆ Apprentices

