

Interview guide.



 malt

Welcome to Malt's recruitment process

If you're reading this handy guide, it's probably because you're either interested in applying to join the team at Malt or have been chosen to participate in our interview process. Either way, because our process may be slightly different than what you've experienced at other companies in the past, we wanted to share a few details around what to expect from here on out.

So, take a few moments to read through this guide and get prepared for your first interview with our team. We can't wait to meet you and get to know you better!

Our 4 values at the core of the process.



It takes a community.

They say it takes a village, well at Malt it takes a community. We believe sharing is the best way of showing we care.

We assess this value during the first step of the process.



Own your choices.

When Malters are free to act with autonomy, take risks and work their way, then we as a company are stronger

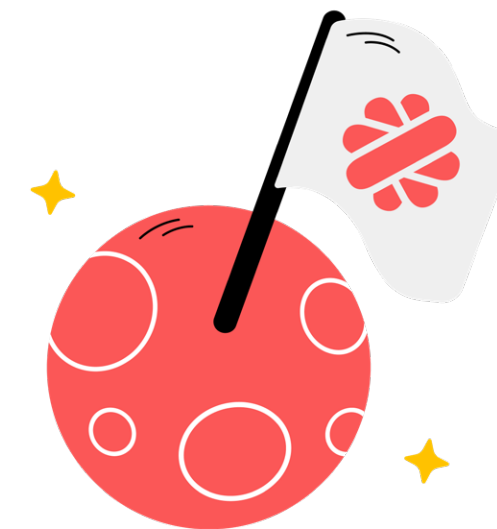
We assess this value during the third step of the process.



Joy is our secret sauce.

Joy is a habit and we are addicted (a bit like karaoke). We believe in putting a little bit of cheer in everything we do.

We assess this value during the second step of the process.



Ambition is the way.

It's our desire to have a big, positive impact on the world of work and we know it comes one step at a time.

We assess this value during the last step of the process.

What to expect



In general, our interview process lasts about 21 days—in other words, the average time it takes to arrive on planet Malt.

We've broken up this process into 4 key steps because, first and foremost, we want to make sure you're a great fit for our team. Our company culture is super important to us. If you're going to be spending a lot of time on planet Malt, it's important for you to share our same values and be excited about working with us to change the world of work.

Don't worry, you'll never be alone in this process. Your dedicated Talent Acquisition Specialist will be in touch with you within 48 hours after completing each step to get your feedback and discuss what's coming next.





STEP 1

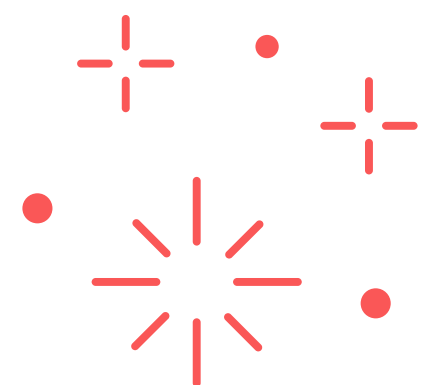
Screening
interview.

STEP 1

The first step on your journey to planet Malt involves a 45-minute conversation with your dedicated Talent Acquisition Specialist. The goal here is to get to know you better and make sure you understand the ins and outs of Malt as well as the expectations of the role you're currently interviewing for.

VALUE ASSESSED

It takes a community. We will make sure that you have a strong team spirit and that you love working within and for a community.



What you will learn

- Get an overview about Malt, our business, and our history
- Discuss the role you're interviewing for and what would be expected of you
- Anything else you want to know about Malt, the role, or the process—ask all the questions you want!

What we're looking for

- Confirm your educational and professional background
- Verify that your past experience matches the needs of the role
- Ensure alignment between your career goals and what Malt can offer you
- Assess your cultural fit with our company values

STEP 2

Track record interview.



STEP 2

The second step on your journey to planet Malt involves a one-hour conversation with a Malter from your future team. This could be your soon-to-be manager or another colleague. The goal here is to do a deep dive into the role you're interviewing for to make sure you're a solid fit for the team.

VALUE ASSESSED

Joy is our secret sauce. We will make sure that you can bring joy to everything you do.

What you will learn

- Gain a deeper understanding of the job you're interviewing for
- Ensure there's a good cultural fit between you and your future manager and/or colleagues
- Understand what day-to-day life on the team looks like, including the types projects you'll be working on

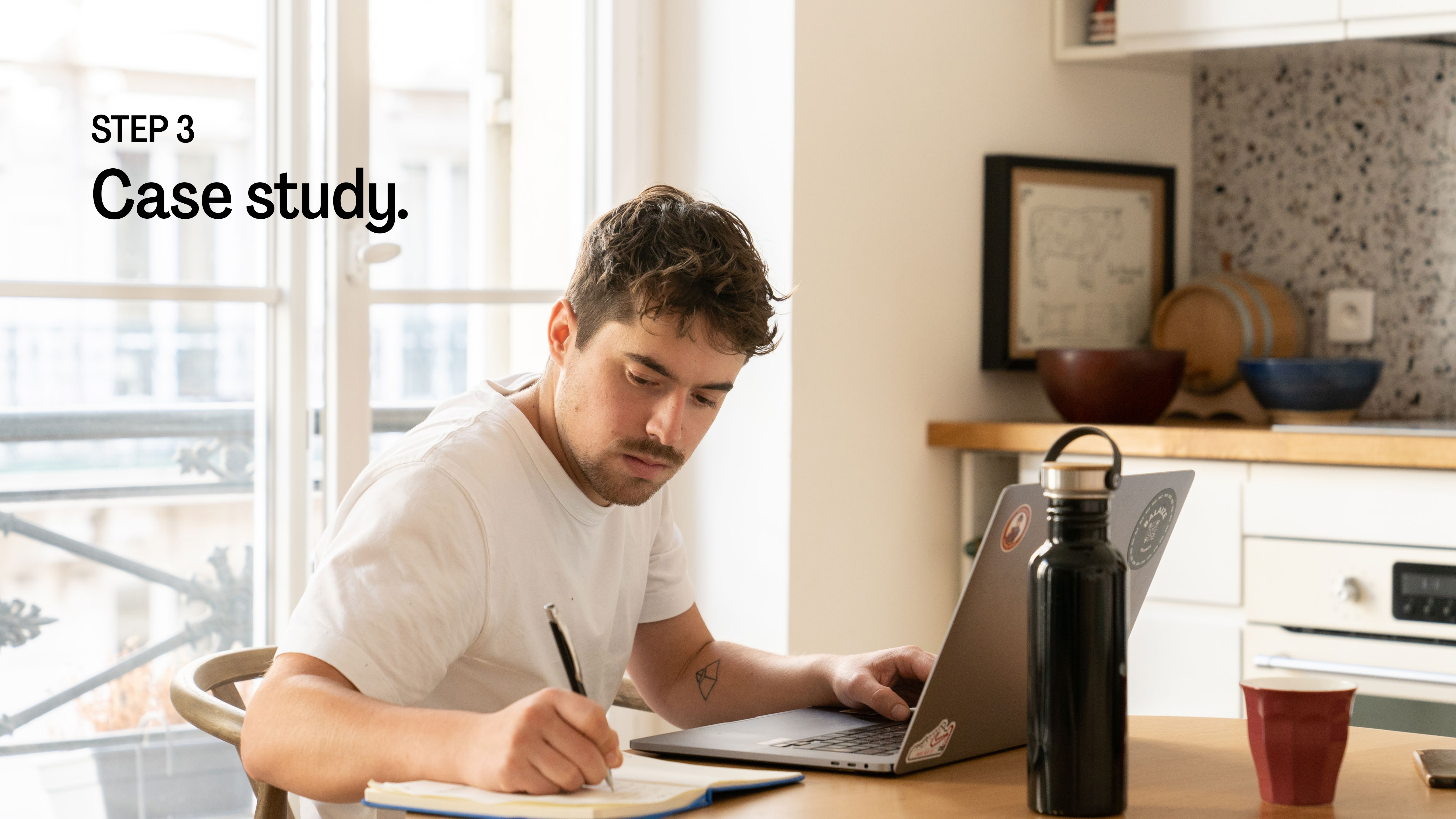
What we're looking for

- Learn more about your past work experience
- Understand your career goals for the future
- Confirm your ability to meet the expectations of the role
- Assess your overall sense of enthusiasm and cultural fit with your future team



STEP 3

Case study.



STEP 3

The third step on your journey to planet Malt involves preparing a presentation that demonstrates both your industry knowledge and your mastery of the skills required for the role you've applied for. The assignments vary from team to team and require about 5-10 hours of prep time. The work completed will be presented to a member of your future team during a one-hour meeting.

VALUE ASSESSED

Own your choices. We will make sure that you have the ability to make strong decisions and take a step back on those.

What you will learn

- Understand the day-to-day or technical requirements of the role
- Determine whether or not the role matches your expectations

What we're looking for

- Assess your technical and problem-solving skills within a “real world” context
- Verify your soft skills, as it relates your cultural fit with the team
- Understand your process for making business critical decisions



STEP 4

**Raise the bar
interview.**



STEP 4

The fourth and final step on your journey to planet Malt involves a one-hour conversation with a member from our senior leadership team. This is an opportunity to ask questions about Malt's vision for the future and a great way to learn about how your role will make an impact on achieving that vision.

VALUE ASSESSED

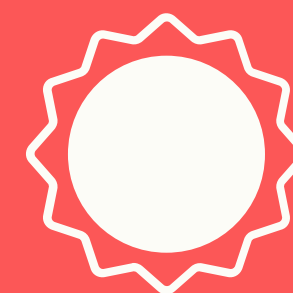
Ambition is the way. We will make sure you have enough personal and professional ambition to join us.

What you will learn

- Understand Malt's vision, goals, and strategy for the future
- Get strategic insights directly from a member of the senior leadership team (relevant to the role you've applied for)

What we're looking for

- Verify your alignment with Malt's vision for the future
- Confirm your enthusiasm to help the company achieve its goals





We hope this information was useful.
If you have any other questions,
our team is here to help.

Good luck!

See you soon at Malt.

