

Recruitment process for the Global Graduate Programme.

1. After completing the application form, you will receive an automatically generated e-mail confirming the start of the recruitment process and informing you about the next steps of the recruitment process.
2. After 24 hours, you will receive another email asking you to log into the Pymetrics platform to play 12 short games to test your various skills. You will have 5 days for this task from the moment you receive the email. Set aside about 40 minutes and find a quiet place where no one will disturb you.
3. After completing the skills test, your CV will be reviewed by the recruiter. Selected candidates will be invited to a video interview, which will take place using the Sonru platform.
4. Candidates who successfully pass the video interview will receive an invitation to an online interview with the recruiter.
5. The final stage of the recruitment process will be the Assessment Centre, which is a case study exercise - individual and group. During this stage, candidates will be assessed by senior managers from BAT.

Find out more about the video interview

Sonru is a platform used during the initial selection of candidates, allowing you to choose the time and place in which you will answer recruitment questions.

1. You will receive 2 e-mails from the Sonru platform with an invitation to participate in a video interview, which will be held in English. The first e-mail will contain information on the interview, in the second e-mail you will find a link to the session and an individual password for access.
2. Sonru is fully mobile and it is possible to download the application to a phone or tablet. Details can be found in the e-mail with the invitation to the interview.
3. You will have 5 days to record your messages from the moment you receive the email.
4. During the interview, you will receive questions about your experience. Remember to answer in English.
5. Before you start recording, check the settings and use the test questions to prepare yourself.
6. Before each question, you will have the opportunity to prepare an answer. It is up to you whether you want to prepare or answer directly. Remember, however, that after the answer is given, you will not be able to record it again. After the last question, you will have 2 minutes to record additional comments to previous answers.
7. After answering all the questions, you will see a message informing you that the interview has been successfully completed. This information will also be sent to the recruiter. You will receive all the necessary information by e-mail. We hope this will make your preparation easier.

Our tips

Check the Internet connection

Check if you will have a comfortable place to conduct the interview and check the quality of the Internet connection.

Practice

We encourage you to practice the interview, especially if you are not experienced in video calls. You can record yourself using the various applications available on the market or use your phone to answer a few questions. See how you feel, check if you are nervous. You can ask family or friends for feedback and suggestions.

Choose the right place

Make sure you have a comfortable place for the interview. Choose a quiet and calm location. Close the window and turn off the phone, so that no one will disturb you while recording.

Check the sound and camera settings

Check the quality of the recorded audio. It is important that you can be seen and heard clearly.

Be prepared and be specific

Będziemy sprawdzać Twoją motywację i kompetencje. Będziemy Cię prosić o podawanie konkretnych przykładów z Twojego doświadczenia.

Don't forget about your image

Make sure you look presentable. Remember that we do not expect business attire, but your comfort and how you want to be perceived are important.

Let us get to know you

Try to speak clearly, confidently and to the point so that we have the best chance of getting to know and understand you. Even if you can't see it, remember that the video will be watched by another person who just wants to learn more about you. ;)

Good luck!