

CANDIDATE GUIDE

Learn more about us, prepare
to showcase your story and just
shine **AS YOU ARE**





You are our
Future Legacy

Asahi Europe & International (AEI) is part of **Asahi Group Holdings**, a global beer, spirits, soft drinks and food group with leading positions in European and Asia-Pacific markets, listed on the Tokyo Stock Exchange, Japan.

With over 10,000 passionate colleagues on board, the business is well positioned to inspire people around the world to drink better through our shared purpose of **Creating Meaningful Connections**.

With an unwavering commitment, we build on centuries of brewing heritage to deliver great **quality**, exceptional **taste**, and **fun** experiences across all corners and cultures of the world!



9 Production countries in Europe

19 Production facilities

40,8 mil Hectolitres of beer per year

A message for you

We want you to feel comfortable and be your authentic self when we meet you. We believe you are better able to do that and therefore we will get to know you better if we remove some of the anxiety and mystery from our interviewing process. So in advance of your interview with us, we want to share with you what you can expect and help you prepare.

We're excited to meet you!



The recruitment process

This is our usual process. Depending on the role you are being interviewed for, there might be minor variations. Our aim is to get to know you and for you to learn more about us and succeed throughout the recruitment process and in your future chosen career.





Screening call with Talent Acquisition Business Partner or Jr. Coordinator



Interview with Talent Acquisition Business Partner + Hiring Manager



In some cases an additional interview might be required with HR Business Partner + Senior Manager/Stakeholder



For some roles, a **Psychometric Assessment** may be part of the process

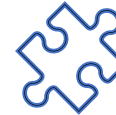
Information about the Psychometric Assessment process

We use psychometric assessments to understand and describe people rather than classify and label them. The assessment instruments are carefully selected and help us understand a person's personality, their strengths, and areas for development, and potential.



What are psychometric assessments?

Psychometric assessments are measurement instruments that aim to objectively evaluate individuals. We typically focus on two or three key areas and how they interact, specifically personality, cognition and in some cases judgment or decision making.



Will the psychometric results decide whether I get a particular role or development opportunity?

Psychometric assessments are a piece of the puzzle and will be considered in conjunction with all other information such as your career history, past performance, qualifications, resume, competence, and the interview.



Can psychometrics be passed or failed?

One cannot pass or fail psychometric assessments. Psychometric assessment is about understanding people and finding a fit between the person and the requirements of a particular job.



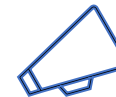
How can I prepare?

No preparation is required. You can, however, prepare by having a good night's sleep and arriving in good time. If you normally wear glasses or a hearing-aid, remember to bring them along with you.



What happens to my results?

We treat your psychometric assessment results with the utmost care and confidentiality. The results will be kept securely according to the GDPR and accessed only by persons directly involved in decisionmaking, with the guidance from qualified psychologists.



Can I receive feedback on my results?

You are entitled to and encouraged to receive feedback on your psychometric assessment results for your ongoing development.

The Interview

Preparation is key

- Get familiar with Asahi, its products, news, competitors
- Check out our Company Behaviors, our Purpose and our DE&I statement
- Read the job description before the interview and link your experience to what we are looking for
- What is your main motivation to join us?
- Look up your interviewers on LinkedIn
- **Believe in yourself and be yourself**

Practical tips

- Check the date and time of your interview ahead
- Be on time
- If face to face, have directions and your journey planned
- Greet the interviewer with confidence, they are excited to meet you!
- Switch off your phone and stay focused

Remote interviews tips

- Test hardware and software in advance
- Dress as if you were attending the interview in person
- Create a comfortable, quiet environment





It is finally your time to shine!

When explaining your experience, **speak clearly and precisely**. **Be confident** and do not be afraid of sharing your lessons learned.

Go through your CV, sometimes it can be the first stage of your interview, focusing on aspects that are relevant to the role you are interviewing for past tasks that would bring benefits to this role

Examples of common questions

- Can you share with us a single project or accomplishment that you consider significant in your career?
- What appealed to you the most about this role?
- What are your long term career goals?

Competency Based Interview

In short, what is a competency-based interview?

Competency-based questions are designed to let you talk; they are open and help us understand how you have previously dealt with particular situations, tasks or people. There are various different types of competencies you could be asked about, including technical skills, behaviours and knowledge.

Our top 5 competency interview tips

1. Listen to the question carefully, make sure you understand clearly what you are being asked
2. It is completely okay to take a moment to think
3. Use the STAR technique to structure your answer
4. Give concrete examples of what you have done
5. Do not forget to convey your personality!

Examples of CBI questions

- Describe a time you had multiple projects on – how did you manage your time effectively and prioritise your tasks?
- Describe a situation in which you had to influence your senior stakeholder.



The STAR technique

A great response to a competency-based interview question should be clear and well-structured, highlighting your abilities and the value that you can bring to the role. To ensure you deliver a comprehensive response to these questions, we recommend utilising the STAR technique.

S **Situation**
Set the scene

T **Task**
Describe your role in the situation

A **Action**
Explain the actions you took

R **Result**
Share the results

- Just like a **story**, your responses should have a beginning, development and end.
- Start by talking about the situation you had to address, explaining what happened, who was involved and when it happened.
- Then talk clearly about the task(s) required to address the situation.
- Go ahead to talk about what action(s) you took to resolve the problem or accomplish the task and specify your responsibilities and why you did what you did.
- Finally, talk about the outcome. What was the result of the action? What did you learn from it?

The perfect close

An interview is a **two-way** process: yes, the company is assessing whether you are right for the role, but at the same time it is also an opportunity for you to understand more about the role and the company and whether they are a good fit for you.

If you are not sure about this role, take your time to think about it. Even if you realise this is not the right role for you, still leave the interviewer with a **positive** impression.

We appreciate the time you take to meet us and we are sure we will **THANK** each other at the end of the interview.



Question examples

- What do you (the interviewer) think gives this company an edge over its competitors?
- What is the work environment like?
- Why do you (the interviewer) enjoy working for this company?
- What professional opportunities are available to employees in the organisation?
- How has the company developed over the past few years?
- If I was offered this position, what kind of training would be provided?
- If I were successful and assuming I proved myself in the position, what would be the progression opportunities for me in a few years time?
- What is the next stage of the interview process?

What to avoid?

- × Don't ask something that has already been covered in the interview.
- × Don't query salary or benefits package unless they ask you.



We are committed to nurturing a workplace where we celebrate and respect difference, and support everyone to be true to who they are!

At Asahi Europe and International we believe you can

SHINE AS YOU ARE

- no matter your age, gender, ethnicity, sexual orientation, disabilities, religion, or beliefs. We want to support you to be courageous in your individuality and to know that whoever you are and whatever your circumstances, you can belong with us without having to conform.



Let your true self
shine through,
it is our favourite
version of you.



To know more...

