



Your next best move. At scale. Everyday.

Candidate Interview Playbook

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Welcome to Descartes & Mauss!

We're thrilled that you're considering joining our team! At D&M, we're all about making your interview process as enjoyable, engaging, and informative as possible. This playbook will guide you through each step, answer your questions, and help you feel confident and excited about the journey ahead.

What Happens After I Apply?

Once you hit «submit», we dive into your application to see if your skills and experiences align with the role. We aim to get back to you within a week or two, because we know waiting can be tough!

What We're Looking For

CV & Cover Letter:

We're on the lookout for relevant experience and skills, but we also value unique paths and fresh perspectives. If you've got something different to offer, we're all ears!

Cultural Fit:

Do your passions and interests vibe with our company values?
We love candidates who bring new ideas and diverse viewpoints.

Potential Over Perfection:

We know that not every candidate will match every single requirement, and that's okay. If you're passionate about the role and believe you can make a meaningful impact, we encourage you to apply. We value growth, learning, and the drive to succeed.

How Can I Prepare?

Polish your resume to highlight your most relevant experiences. If you're a student or have minimal experience, your school projects are just as valuable—don't forget to showcase them!



What Does the Interview Process Look Like?

Here's the general process we follow to get to know you better:

- 🕒 30 mins call with **Talent Acquisition Specialist** or HRBP
- 🕒 30 to 45 mins call with the **Hiring Manager**
- 🕒 **A role-related case study**
(that's usually just a couple hours of work on your side!)
- 🕒 Depending on the role, there might be a final 30 mins call with the **management team** or **team members**

What Should I Expect in My First Video Call with HR?

This is our chance to get to know you better and for you to learn more about us. It's all about discussing your background and why you're interested in this role. your questions, and help you feel confident and excited about the journey ahead.

When Will It Happen?

Expect this call within 1-2 weeks after we review your application.

What We'll Talk About:

🌟 Your Experience:

We'll chat about your past roles and how they relate to what you're applying for.

🌟 Your Motivation:

What excites you about joining our team?

🌟 Your Fit:

We'll explore how well you might mesh with our team and culture.

💬 How Can I Prepare?

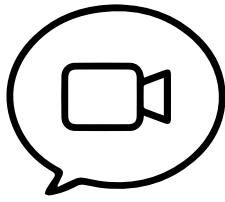
- **Review Your Resume:**
Know your key experiences and have a couple of success stories ready.

- **Research Descartes & Mauss:**
Understand our mission, values, and what we do.

- **Prepare Your Pitch:**
Be ready to explain who you are and why you're excited about this role.

- **Anticipate Questions:**
Think about why this role and our company align with you

- **Prepare Questions:**
Remember, interviews are a two-way street! Have a few questions ready about what you'd like to know more about us.



What's the Call with Hiring Manager Like?

We'll dive deeper into your skills, problem-solving abilities, and see how our goals and values align.

What We'll Focus On:

🌟 **Your Technical Skills:**

You'll be asked to present your past experiences and discuss relevant projects you've worked on.

🌟 **Your Cultural Fit: :**

How do you collaborate with others? How do you handle challenges?

💬 **How Can I Prepare?**

Be ready to discuss your previous work in detail. Brush up on relevant skills and think about how you'd contribute to our team.

What Is the Case Study and Presentation All About?

We'll give you a case study related to the role to see how you tackle real-world scenarios and your approach to problem-solving.

What are the Possible Formats?

• **Take-Home Assignment:**

You'll have a **week to prepare, then present your case to the team during a 30-minute call** (20 minutes to present + 10 minutes for Q&A).

• **Live Case Study:**

We'll ask you questions related to day-to-day operations to see how you solve real-life scenarios.

💬 **How Can I Prepare?**

Review any similar challenges you've faced before and think about how you'd apply your knowledge to our case study.



What's It Like Meeting the Management or the Team?

Depending on the role, you might meet with our COO or other team members to know you better:

What We'll Discuss:

🌟 Team Dynamics:

Let's talk about how we work together and explore how you like to collaborate.

🌟 Company Values:

We'll dive into D&M's mission and discuss how our values align. We want to know what's important to you, too!

🌟 Share Your Perspective:

We're excited to hear your unique experiences and how you think they can contribute to our team's success.

🗨️ How Can I Prepare?

Do a bit of homework on our company and the people you'll be meeting. Bring your questions—this is a two-way conversation after all! And be ready to share how you see yourself adding value to our team.

What Happens If I Get an Offer?

We'll go over the details of your offer and answer any final questions you might have.

When Will It Happen?

We aim to send out offers within a week after the final interview. If the process is going to be different, we'll talk you through the timeline to be as transparent as possible

What We'll Cover:

- **Compensation & Benefits:**

We'll explain the offer package in detail.

- **Your Role:**

We'll clarify what's expected and discuss next steps.

What Else Should I Know?

What's the Overall Timeline?

The entire interview process typically takes an average of 4 weeks from application to offer. We'll keep you updated every step of the way.

Any Tips for the Interview?

✔ **Be yourself!** We want to see the real you.

✔ **Show Off Your Superpowers (With Examples!):** Bring your best skills and experiences, and don't forget to back them up with real-life examples. Concrete situations help us understand how you've applied your strengths in the past.

✔ **Keep It Real:** Honesty goes a long way! If you don't know something, it's totally okay to say, "I haven't done that yet." We value transparency more than perfect answers.

✔ **Curiosity is Key:** Ask away! Remember, this is about finding the right fit for both of us! This is your chance to see if we're your perfect match.

✔ **Find Your Happy Place:** Pick a comfy, quiet spot where you can focus and feel relaxed.

✔ **Tech Check:** Double-check your gear—make sure everything's charged and your internet is solid.

✔ **Dress to Impress (Yourself):** Around here at D&M, you'll find us in T-shirts and relaxed outfits, so feel free to wear something you'd rock on a typical day. Comfort and confidence go hand in hand!



What About Diversity and Inclusion?

We are committed to creating a welcoming and inclusive environment where everyone feels they belong. With **19 nationalities represented and an equal gender balance of 50% women and 50% men**, we embrace the diversity that drives our innovation and strengthens our team.

We actively welcome and encourage applications from individuals from diverse cultural, ethnic, social, and underrepresented backgrounds, as well as specially abled candidates.

At Descartes & Mauss, we celebrate all backgrounds, experiences, and identities—because when you can be your authentic self, we all thrive together!

What If I Need Feedback?

Growth and learning are important for us as much as for you, so whether you join the D&M crew or not, we're happy to provide feedback to support your career journey. Just ask and we'll gladly share insights to help you succeed in future opportunities. Your success is important to us!

What Do We Value?

Creativity, collaboration, and continuous learning are at the heart of what we do. We want every candidate to have a positive experience with us, no matter the outcome.



Thank you for considering
Descartes & Mauss as your
next career move.

We can't wait to learn more
about you and share more
about what makes our
team special!

If our recruitment process brought a smile to your
face, feel free to drop us a shoutout on [Glassdoor](#)
—we'd love to hear your thoughts!

