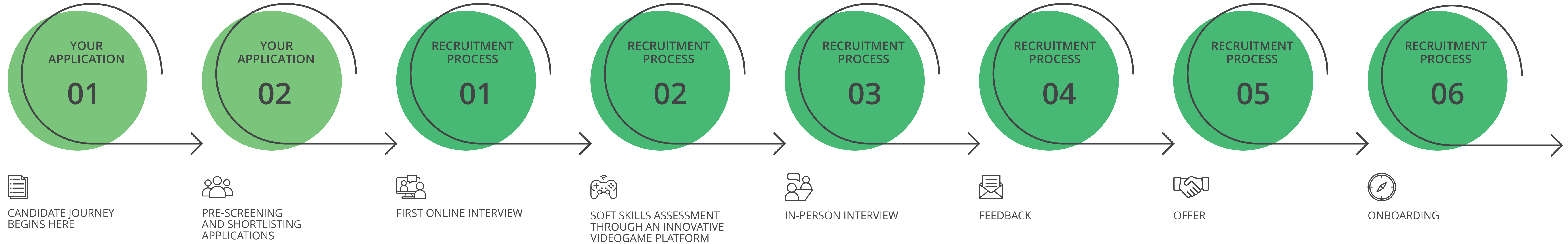


RECRUITMENT PROCESS - CAMBIASO RISSO

WHEREVER YOU ARE, YOU ARE PART OF THE TEAM



Our recruitment process starts with **your application** , either via LinkedIn or by sending a spontaneous application to: hr@cambiasorisso.com

All applications are reviewed by the HR team, which will prepare a **shortlist of applications** and send initial feedback.

After that, a **first online interview** is organised with the aim of getting to know each other's expectations, career interests and clarifying the contractual aspects of the position.

Once the interest of both parties in continuing the process is confirmed, a 20-minute online assessment is organised, which at cambiaso risso consists of a **video game**, from which an evaluation of the person's strengths and areas for improvement will emerge. If you are curious, [watch this video](#).

The previous assessment leads to an **in-person interview** , where you will discuss the test and get to know the business manager and learn more about the technical aspects of the job.

All candidates are given **feedback**, either positive or negative: negative feedback means that it was not possible to meet this time, but at cambiaso risso there are always plenty of opportunities and you can definitely be reconsidered in the future.

After the presentation and signing of the **offer** , the **onboarding** process begins, where you will be supported by the hr team, your future manager and a **Buddy** to ensure that your induction is as smart and positive as possible.