

Candidate Interview Guide: What to Expect at Magnet

Welcoming You to a Transparent and Supportive Interview Experience

Welcome, and thank you for your interest in Magnet! We're excited to get to know you and share a little about what you can expect from our interview process. This guide is designed to help you feel prepared, informed, and confident as you embark on your journey with us. Whether you're new to interviewing or a seasoned pro, our goal is to ensure your experience is positive, transparent, and aligned with our values.

What to Expect: Overview of the Interview Process

At Magnet, we believe in a fair, engaging, and respectful interview experience. Here's a general outline of what you can expect during your time with us:

- **Application Review:** Our Talent Acquisition team will carefully review your application and résumé.
- **Initial Screening:** You may be invited to a brief phone or video call to discuss your experience, interests, and the role.
- **Interview Rounds:** Depending on the position, there may be one or more interviews with team members, managers, or leaders. Interviews may be virtual or in-person.
- **Skills Assessment:** Some roles require a skills assessment, case study, or practical exercise. You'll receive detailed instructions if this applies to your process.
- **Feedback & Updates:** We aim to keep you informed throughout and provide feedback where possible.
- **Decision & Next Steps:** Once interviews are complete, we'll communicate the outcome and, if successful, guide you through our onboarding process.

We strive to make each step respectful of your time and as informative as possible. If you have accessibility needs, please let us know and we'll provide accommodations.

Our CODE: Magnet's Core Values & Expectations

Magnet's CODE is the foundation of how we work and interact. Here's what it means to us:

- **CARE** – We care about each other and our mission to make a difference in the world.

- **OWN** – We are accountable for our results – while never forgetting to act with integrity, empathy, and respect.
- **DEDICATE** – We put our heart and soul into meeting the needs of our customers and helping them serve the people they protect.
- **EVOLVE** – We are constantly innovating and exploring new ways to work together to make an impact with our work.

We encourage you to reflect on how your own values align with our CODE. During interviews, we look for examples of these values in action - whether from work, school, volunteer experiences, or life in general.

AI Use @ Magnet: Our Position on AI-Assisted Tools

We recognize that technology and AI tools can be valuable resources in preparing for interviews. At Magnet, we're happy for candidates to use AI tools for preparation (e.g., researching our company or practicing responses). However, during the live interview, we aim to understand your own thinking, experience, and communication style.

As part of our interview process, we ask candidates to let us know if they plan to use AI-assisted tools (such as ChatGPT, Copilot, or similar).

If you anticipate using AI assistance during the live interview, please disclose at the beginning of the hiring process and the Hiring Manager will determine under what circumstances it may be used, which will ensure a fair and consistent experience for all candidates.

This policy helps ensure fairness, transparency, and a genuine understanding of your fit for the role. If you have questions or accessibility needs related to AI or assistive technologies, please contact us before your interview.

Interview Tips: Succeeding at Magnet

- **Be Yourself:** We want to get to know the real you, so bring your authentic self to the interview.
- **Review the Role:** Re-read the job description and think about how your skills and experiences align.
- **Showcase Our CODE:** Prepare examples of how you demonstrate Care, Own, Dedicate & Evolve
- **Ask Questions:** Interviews are a two-way street. Prepare thoughtful questions about Magnet, the team, and the work.

- **Test Your Tech:** For virtual interviews, ensure your internet connection, camera, and microphone are working.
- **Plan Ahead:** Know the interview format, location (or virtual platform), and any materials you'll need.
- **Take Your Time:** It's okay to pause, think, or ask for clarification. We appreciate thoughtful answers.
- **Follow Up:** A thank-you note after your interview is always appreciated, though not required.

Contact & Questions

Your comfort and clarity matter to us. If you have any questions, need clarification, or require accommodations, please reach out to the Talent Acquisition team at Magnet via the contact details provided in your interview invitation. We're here to support you every step of the way.

Thank you for considering Magnet as your next career destination. We look forward to meeting you and exploring how we can achieve great things together!