Treviso, 8th July 2022

Hiring process:

Targa Telematics aims to hire resources with a high level of talent and expertise in its team; these are the qualities that have led our company to become leaders in our sector.

We believe diversity is an important value that creates a stimulating and flexible working environment and, most importantly, can help us have an open mindset.

Our hiring process involves three types of selection methods, depending on the specific role.

A common element of all three processes is a structured interview (according to the S.T.A.R. method) which is designed to assess, as objectively as possible, the resource's soft skills. During the structured interview, questions tailored to gauge the resource's motivation and expectations are also asked.

In the final phase of the interview technical and security issues are discussed based on the specifics of the role for which one is applying.

Where required, the level of English knowledge or other languages is also tested through an exchange of questions and answers on common topics.

For the next steps, the process is different depending on which of the three macro-categories the resource belongs to:

   1- Resources for technical roles in the R&D function

After the first phase, a GMAT-style test is required to assess the candidate's level of critical reasoning. This is followed by a hard skills test to assess the candidate's technical skills and any training gap to be filled.

   2- Resources for the Sales area

The initial interview is followed by a second phase in which we give a business case study or GMAT exam (matching the one offered to macro-category 1) that varies according to the seniority level. We allow approximately 90 minutes to complete the case study, which must then be presented to the line manager.

   3- All other areas

For senior or middle management roles, we schedule a second meeting to introduce the candidate to the stakeholders within the organization and to hold any technical discussions.

All applications must provide consent for the processing of their personal data to be considered eligible.

At the beginning of each interview, candidates are informed of how the selection is structured and all the steps that follow.

At the end of each selection process, constructive feedback is provided to all candidates.

H.R. Department

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