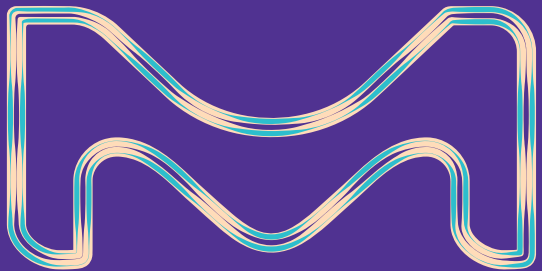


video interviews

Preparing for your remote interview



EMD
SERONO



Congratulations, you've been invited to a video interview for a position with EMD Serono

We understand that video interviews can be challenging and different, so we wanted to offer you some help with your preparation

Preparation – things to know

In advance of
your interview

1

The core principles of a video based interview are the same as for a face to face interview. It's a two way process where we get to know more about you, and you get to more about us

2

If this guide doesn't provide you with enough information your recruiter may be able to provide you with some additional advice to help you navigate video based interviews

3

We generally use Microsoft Teams, BlueJeans and Skype for Business. Once you receive your invitation we recommend that you test our platform works for you



Getting ready Before your interview

1

Find an appropriate space to hold the video call and if possible try and face a light source as this will present you more clearly to the interviewer.

3

Dress as you would for a face to face interview. If you are unsure then remember that with interviews it's better to be too formal than too informal.

plan as
normal

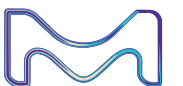
2

Prepare the same way as you would for a face to face interview. For example research your interviewer, read the job advertisement again, visit the company website. Think about your career history and examples of previous experiences that you'd like to share.

4

On the day test the video platform to ensure your audio and camera are working.

Unsure how to use the video platform? Ask your recruiter for help.



We understand that Life happens

We are parents, carer givers, dog owners and our online orders can arrive at the door any time. We understand that many people are trying to find **flexible and pragmatic solutions to life**, and understand it's not always successful in the moment.

We appreciate that things might not go smoothly for both our interviewers and our candidates

- **It's okay if your environment isn't optimal.** Address this upfront and let the interviewer know if you anticipate the environment might be unusual. We are all in this together.
- Consider a **Plan B**. If there isn't good bandwidth or the technology just isn't working, then ensure your phone is nearby in case you need to move to a telephone interview.
- If there are interruptions try not to let this stress you. It's normal and understandable. You can request that the interviewer **pauses the interview** for a few minutes.



GOOD LUCK!



Recommended sources of company information for North America*

EMD Group Website

www.emdgroup.com/en

Our Linked In pages

www.linkedin.com/company/emd-serono-inc

www.linkedin.com/company/milliporesigma

www.linkedin.com/company/emd-performance-materials

EMD Careers pages

www.emdgroup.com/en/careers.html

EMD Media Center

www.emdgroup.com/en/company/press.html

Our Values

www.emdgroup.com/en/company/who-we-are/strategy-and-values.html

*In North America Merck KGaA, Darmstadt, Germany operates as EMD Serono in healthcare, EMD Performance Materials in performance materials and MilliporeSigma in life science

Additional
websites for
you

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