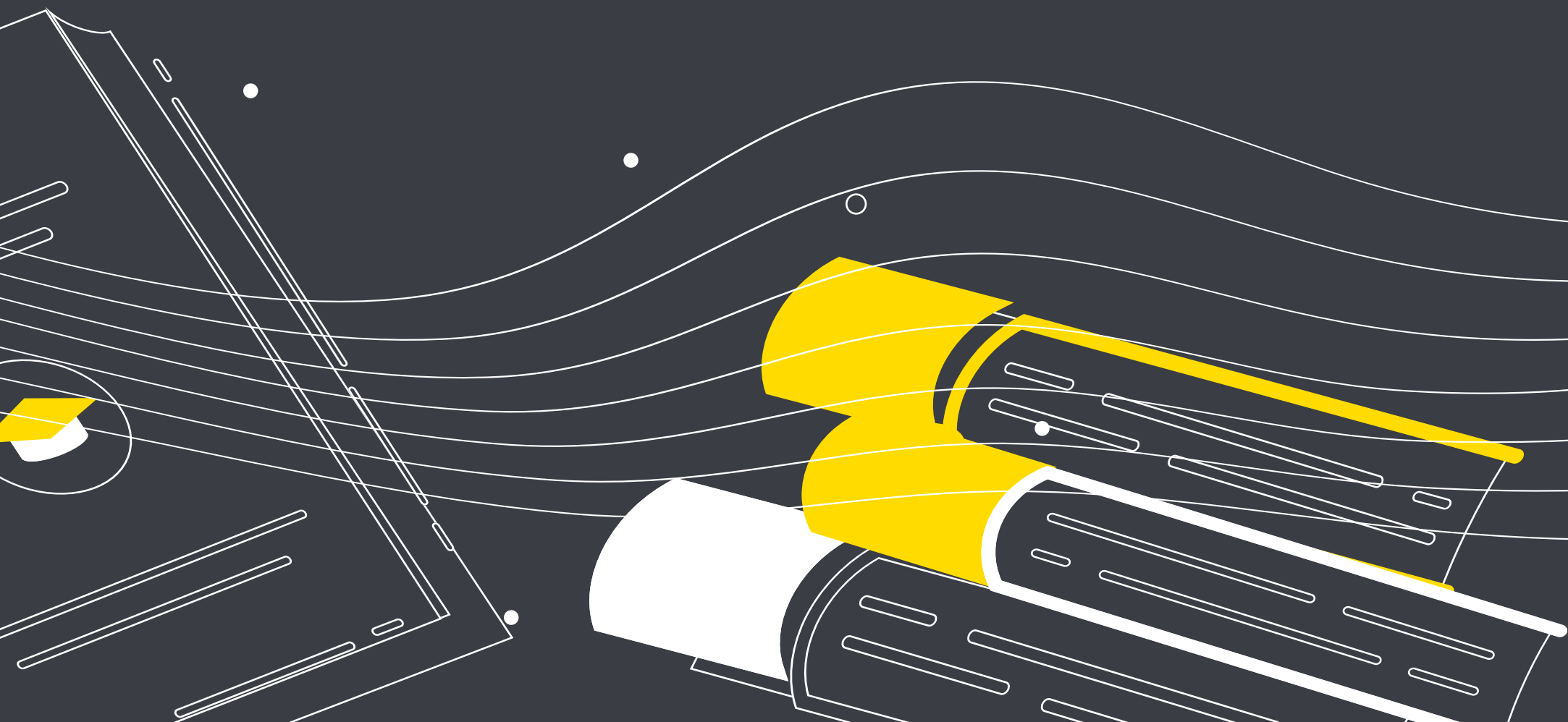




# Interviewing at Andersen: Best practices, advice, and tips

You've made it to the interview stage! Here are some tips to help you prepare to talk about yourself and about the position.



# Interviewing at Andersen



The process starts with your application – it is expected to be a story demonstrating that you have potential and match the role. Take the time to study our company, its values, and projects to make sure your application is well-aimed and informed

## Important tips:

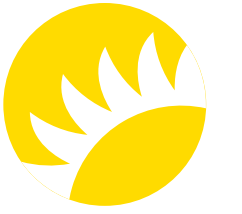
### **Make your experience linked to the description of your traineeship:**

Extract keywords from the description and tailor your learning projects, courses, or pet projects to them in your storytelling

### **Conduct research:**

Define for yourself why you want to grow at Andersen, as well as why you chose the area you're applying to.

# Interviewing at Andersen

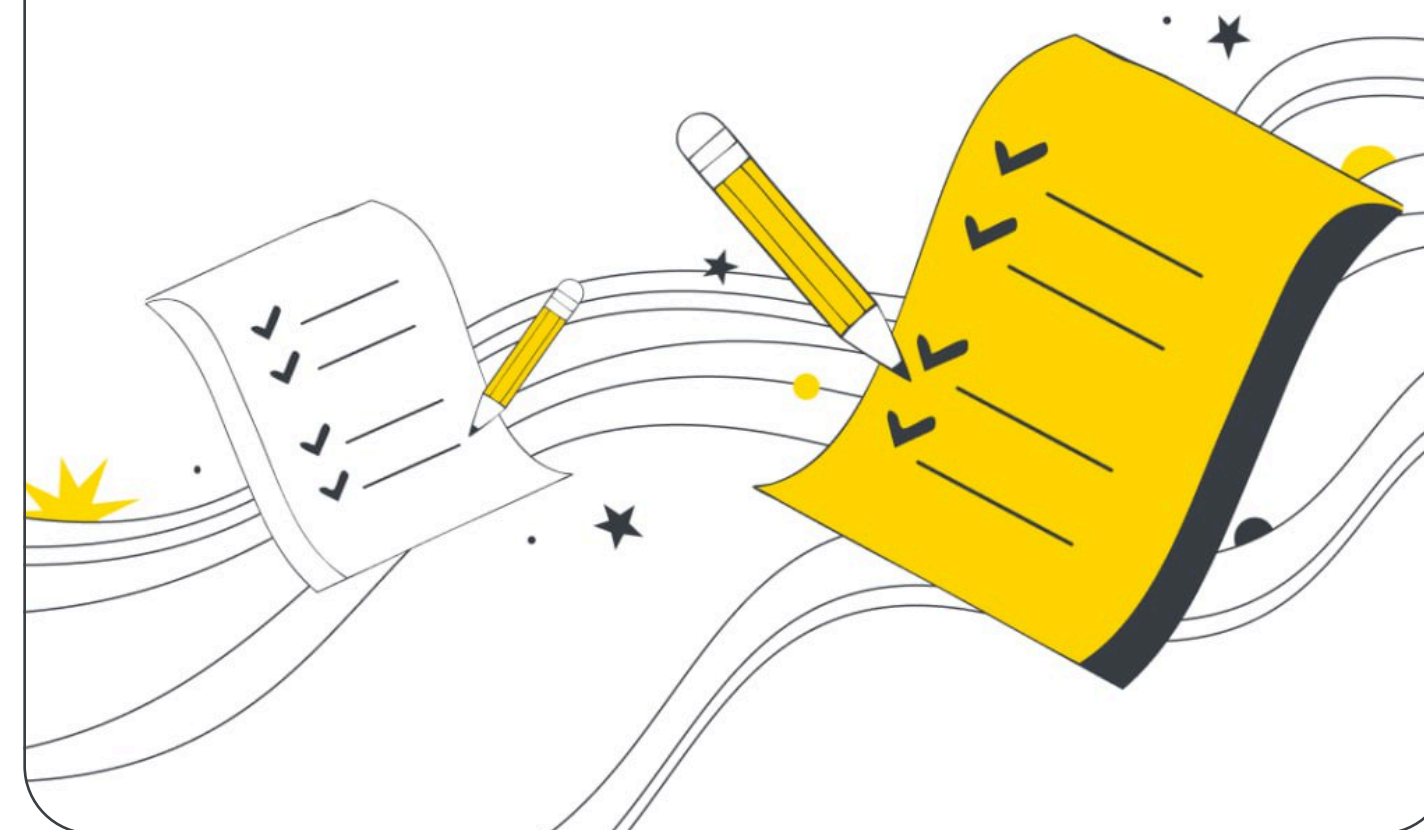


## Tips from Andersen Recruiters: How to Join a Traineeship



## Fill out the application form carefully

Study the description of a trainee program, highlight key requirements and skills, and use them when completing the form. However, do not overload the form with unnecessary information.



## Thoroughly research the company and traineeship conditions

Select examples from your work or study experience that align with the trainee program requirements. If you don't have all the necessary hard skills, don't be discouraged. Participating in the selection process is an opportunity to gain valuable feedback for further development.

## Prepare a short introduction of yourself

It should be concise and last 1-2 minutes, as the first minute of the interview shapes the overall impression of you. Structure your story and practice it in advance.



## Appearance and environment

Neat casual clothing will be perfectly appropriate. Also, find a place with good lighting and a neutral background. Make sure your surroundings are tidy, with no unnecessary items, and that you won't be distracted.



## Positive attitude

A smile and curiosity will help you make a good impression. In addition to hard skills, our company values employees with well-developed soft skills.



## Prepare a list of questions

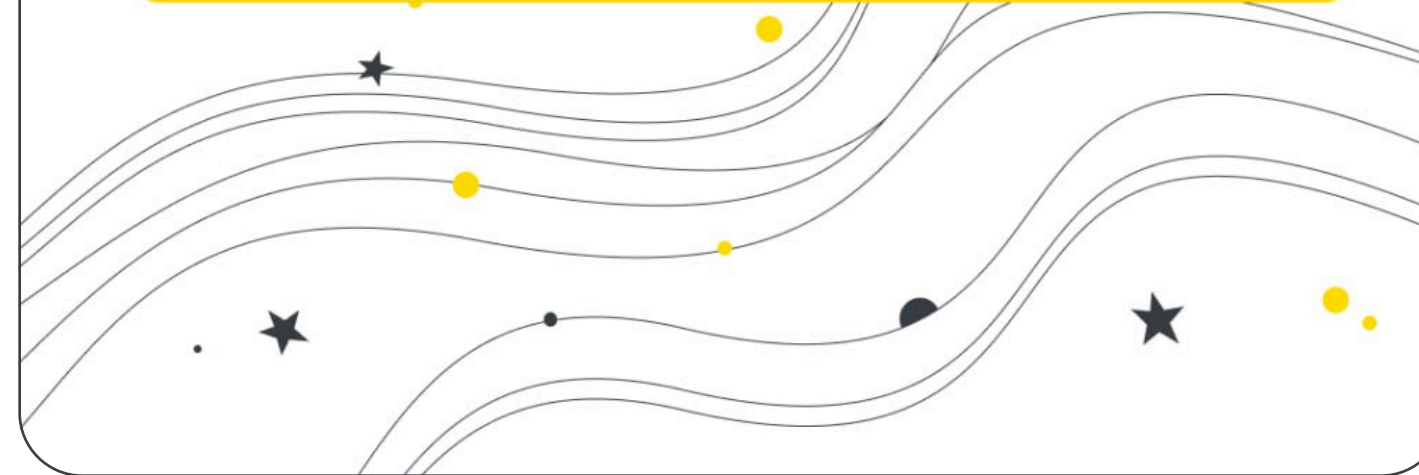
Make a list of questions that interest you. Many of them may be answered during the interview, but don't hesitate to clarify aspects important to you.



## Prepare well for the English language assessment

Andersen is an international company that brings together employees from different countries, so proficiency in English is extremely important to us.

Try to demonstrate your knowledge and skills to the fullest. If your answers are detailed, the recruitment specialist will be able to objectively assess your language proficiency.



## Relax and be yourself

Remember that nobody is perfect. Other candidates are not flawless either, and the recruiter is just a regular person.



# English assessment



Demonstrate your ability to work in an international environment. A short interview is aimed at assessing not the perfection of your accent but your ability to understand questions and communicate your thoughts in English. This is a key skill for working in global teams on projects for global brands.

## Important tips:

### Focus on communication:

Your goal is to show that you can keep a conversation on professional topics going

### Practice out loud:

Before the interview, practice talking about your projects in English.

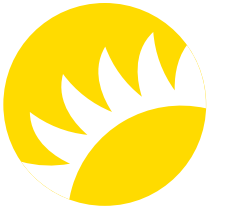
## Useful materials:

### [Meetup “Mastering English Interview”](#)

**Description:** The meetup answers the most frequently asked questions, scrutinizes typical candidate mistakes, and provides helpful phrases for replies. The focus is on eliminating language barriers and enabling effective communication.

**Why watch it:** The meetup will help you systematize your preparation, reduce stress, and learn to give a structured answer to even unexpected questions in English.

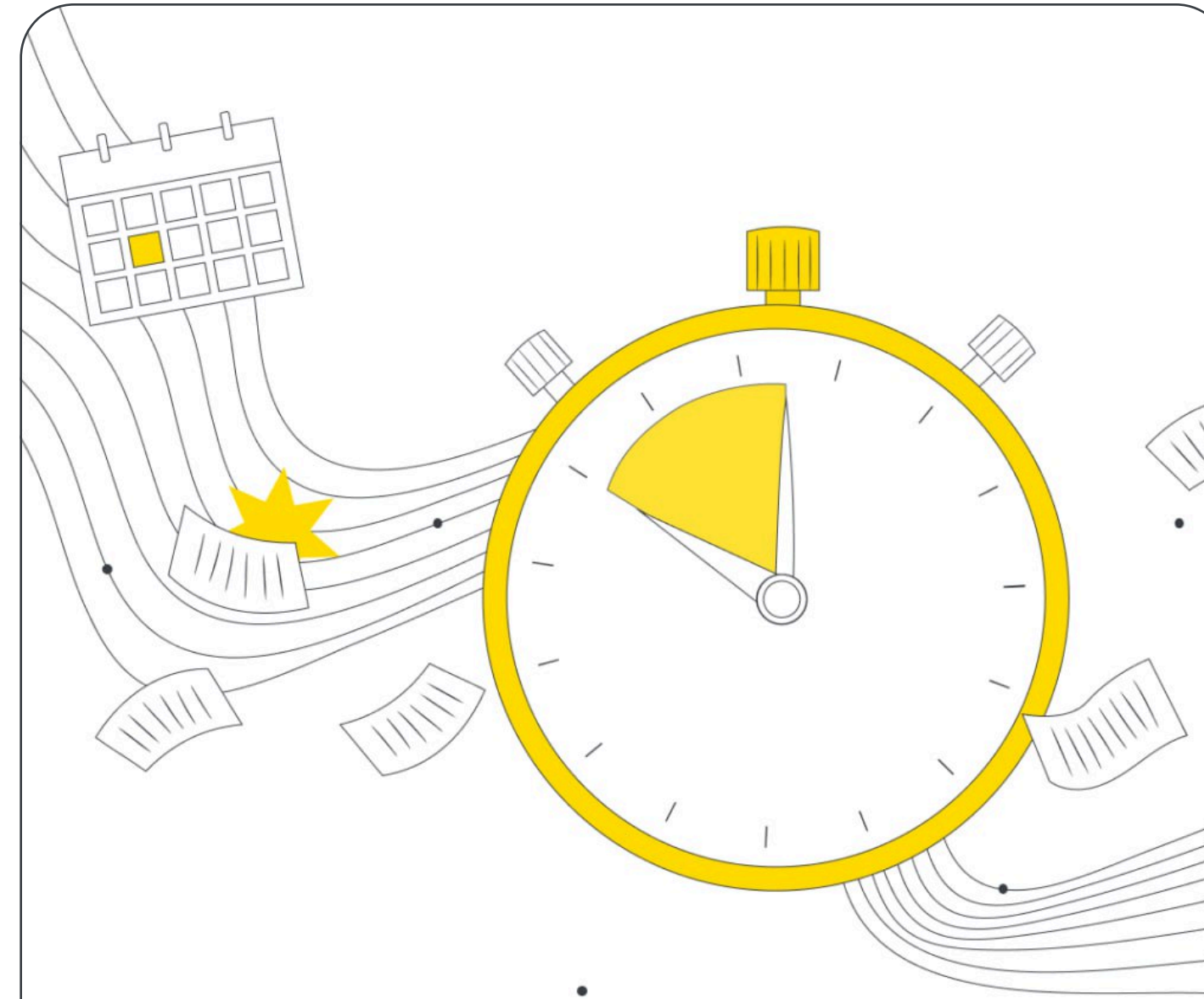
# English assessment: DO's



Part 1: DO's

## Passing an English Interview successfully

From Anastasiya Zadorozhnikova  
English Teacher at Andersen




### Be on time

An interview lasts 10-12 minutes. This is how much time the instructor needs to assess your level. But if you're late by even 2-3 minutes, you risk not having enough time to fully demonstrate your skills.

### Check the settings of the application you're going to have a meeting in

Before the interview, make sure your microphone, camera, and Internet connection are working properly. Check the visible background and be sure to keep it neutral.



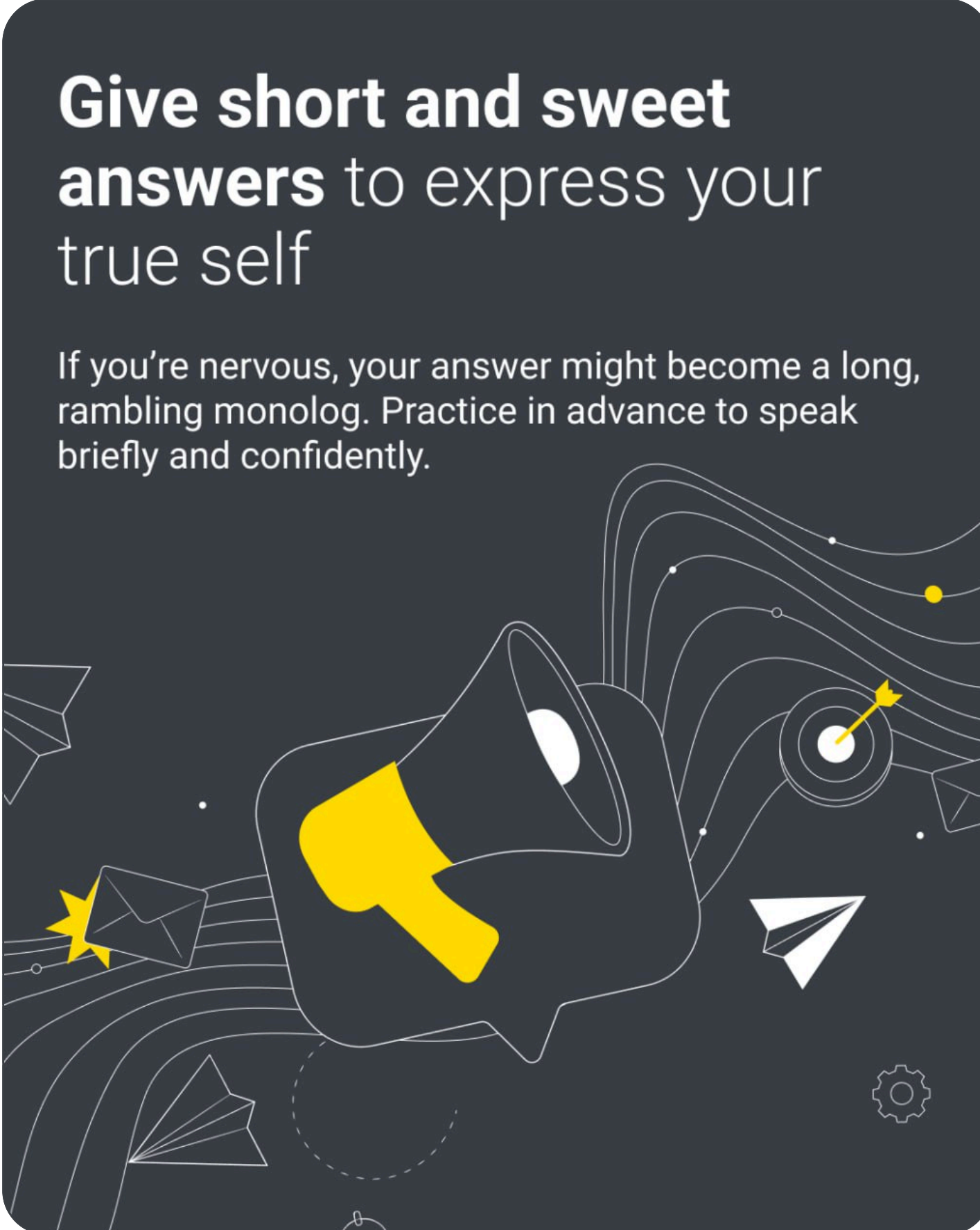


**Have your homework done on your self-presentation —** it should be well-structured

Your self-presentation should be clear, structured, and memorable. Don't memorize it word for word; instead, prepare bullet points to guide you.

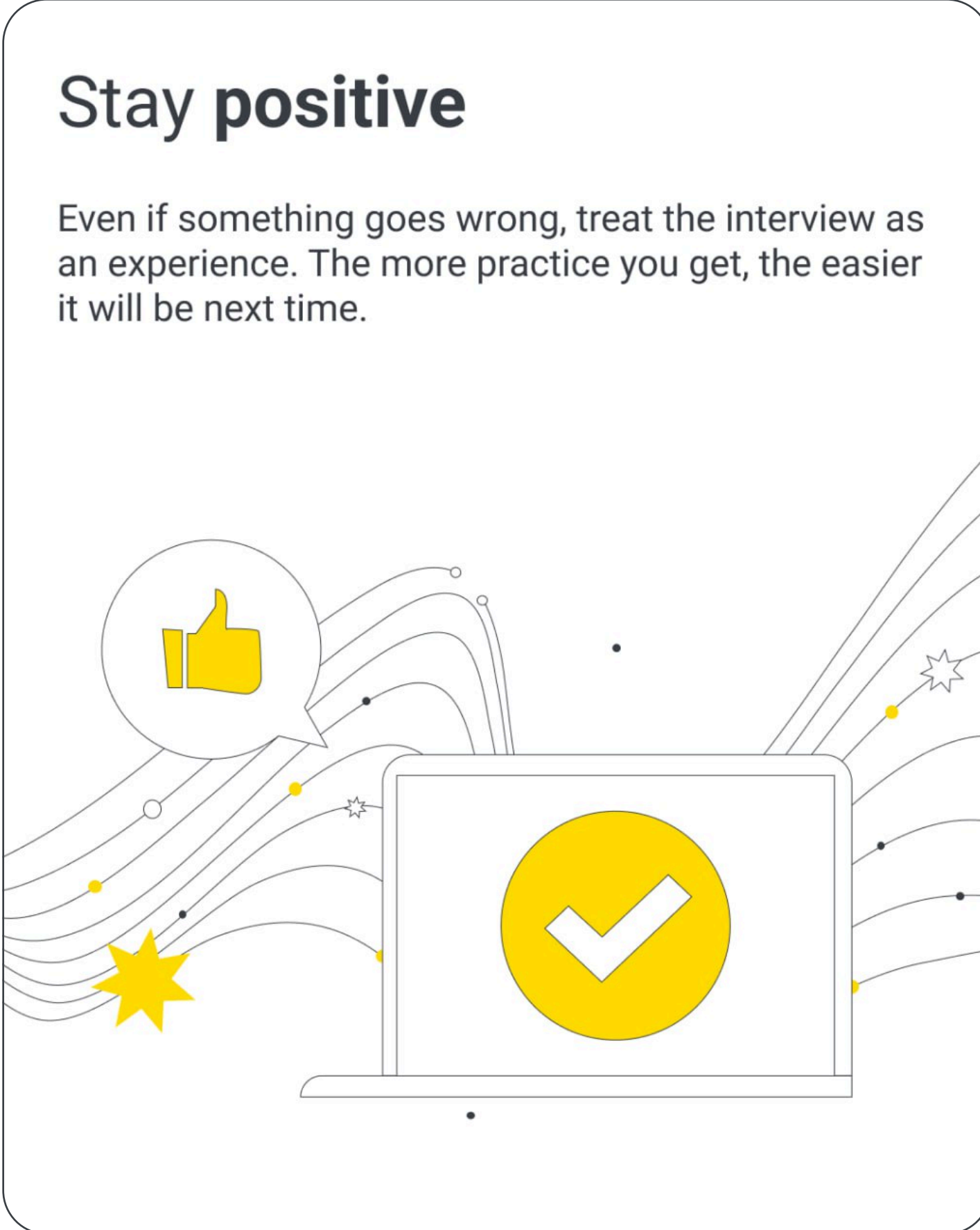
**Give short and sweet answers** to express your true self

If you're nervous, your answer might become a long, rambling monolog. Practice in advance to speak briefly and confidently.

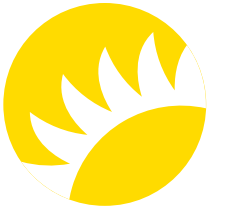


**Stay positive**

Even if something goes wrong, treat the interview as an experience. The more practice you get, the easier it will be next time.



# English assessment: DON'Ts



## Part 2: DON'Ts

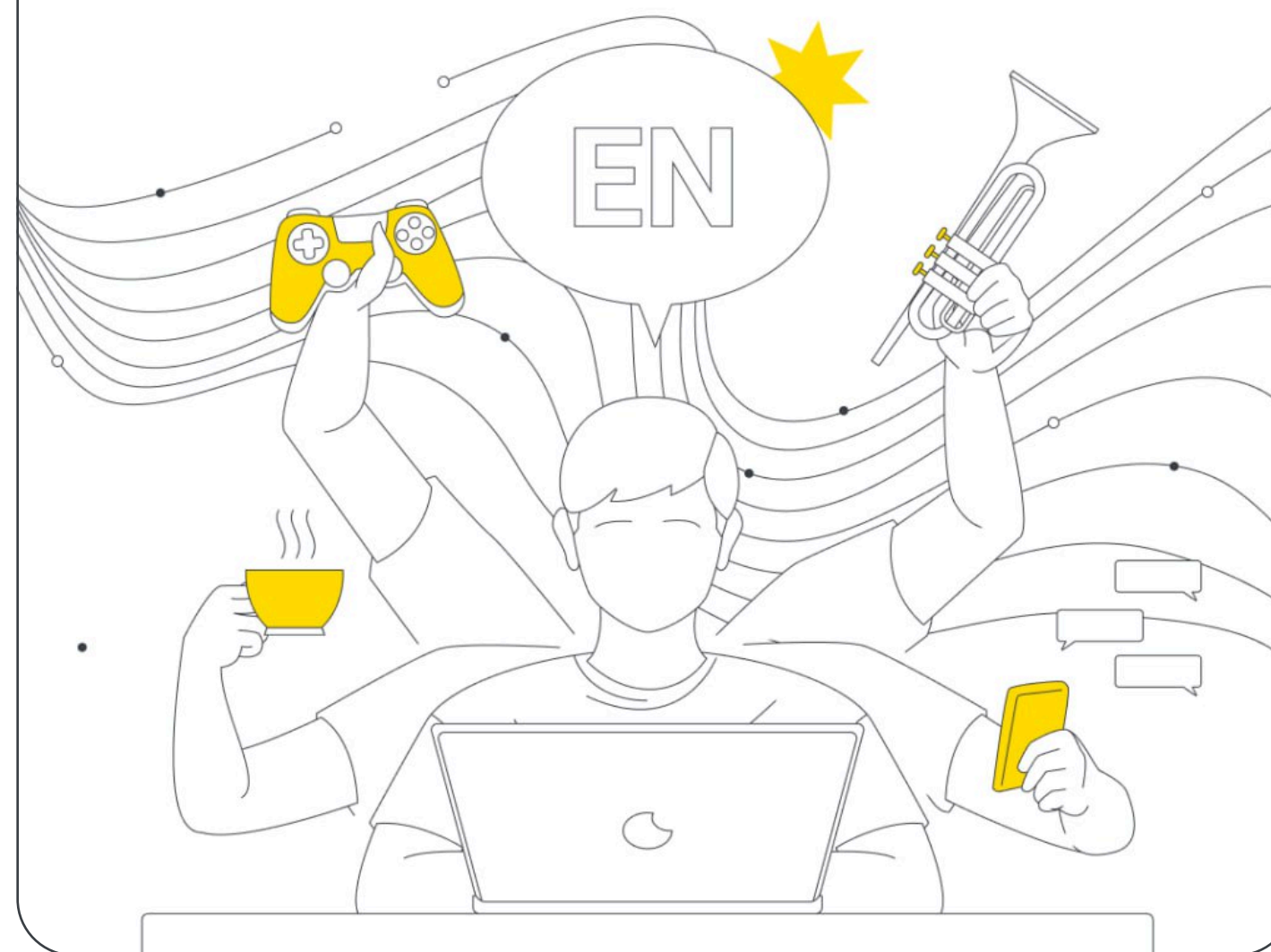
### Passing an English Interview successfully

From Anastasiya Zadorozhnikova  
English Teacher at Andersen



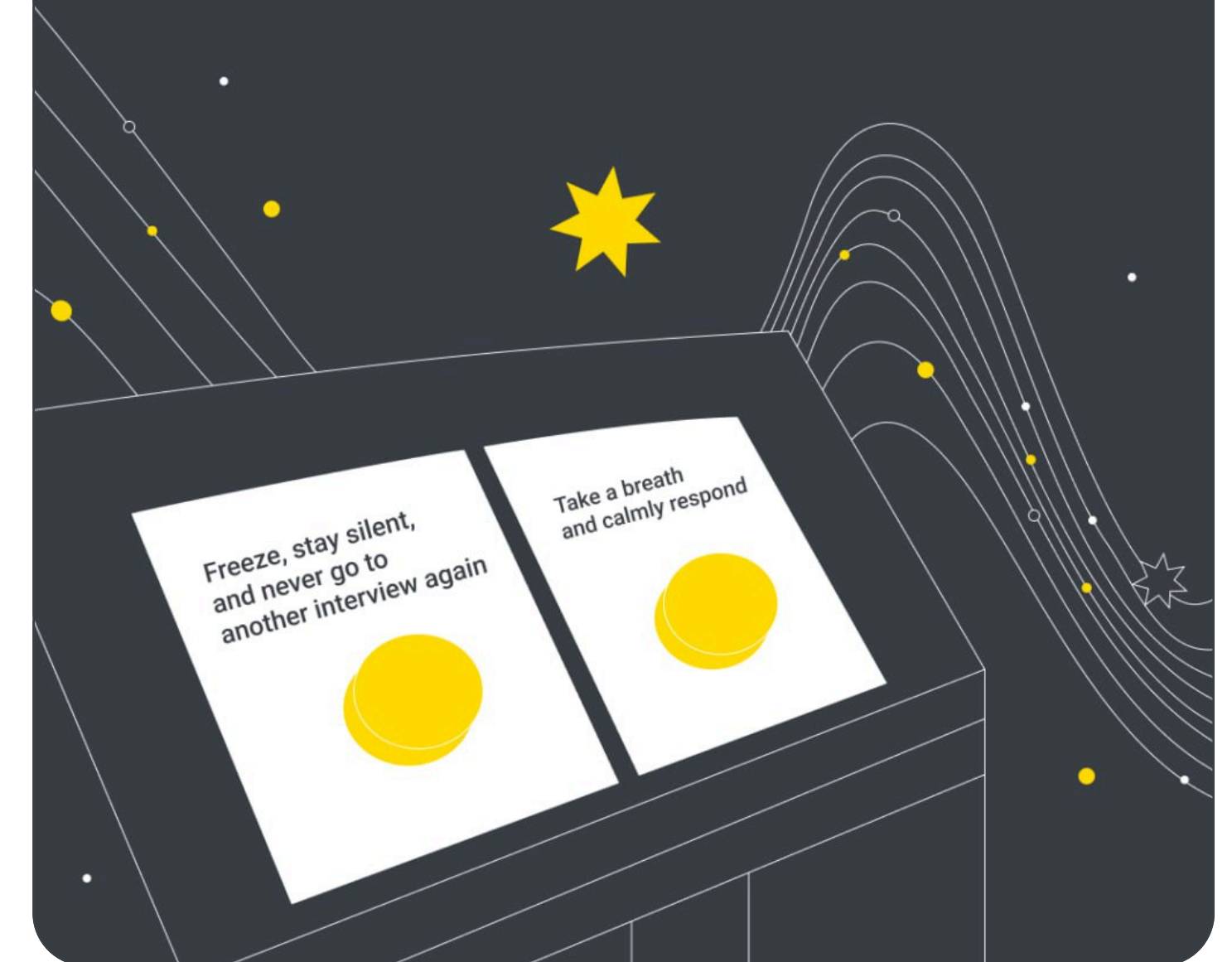
### Don't overstate your abilities

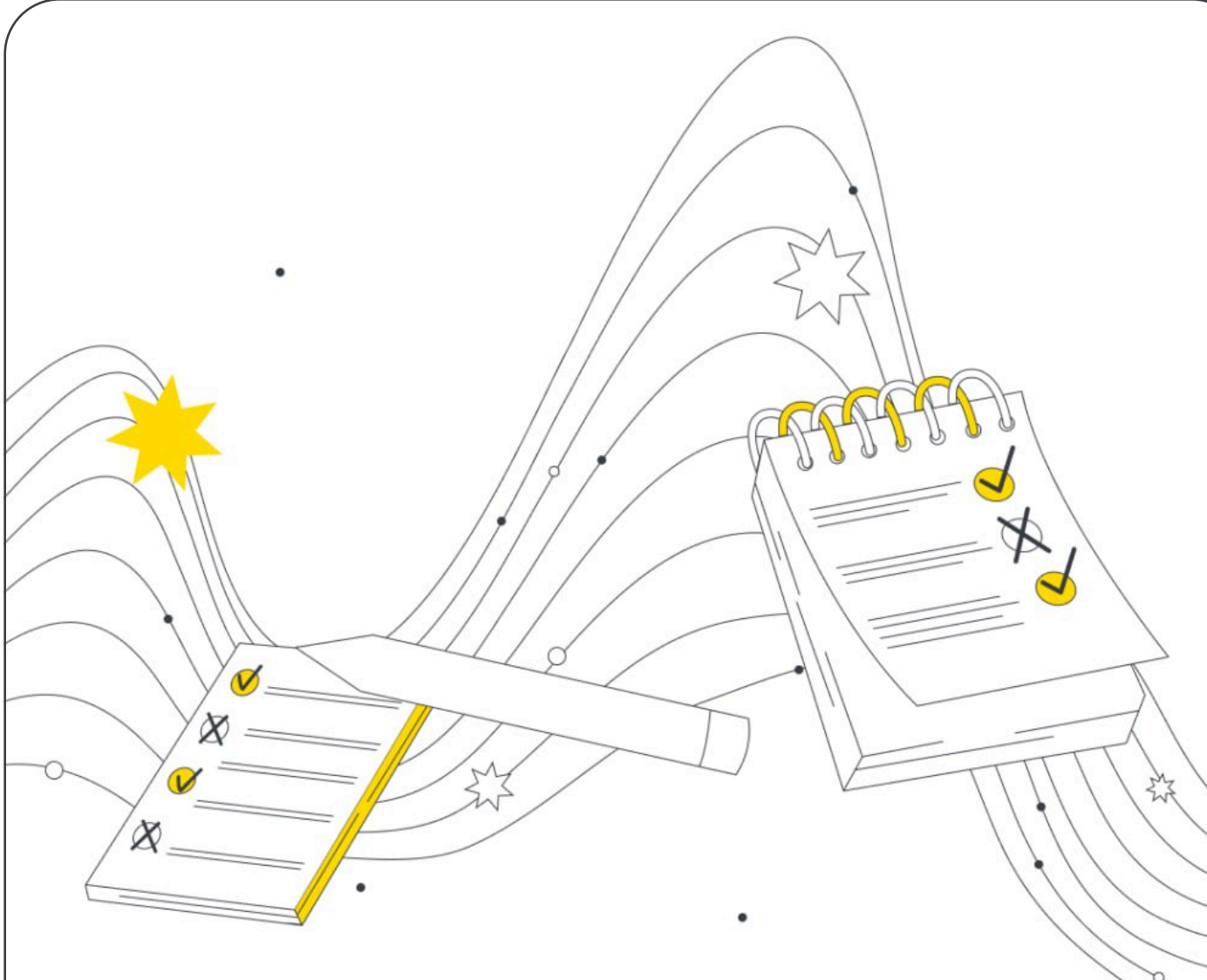
If you're asked to demonstrate a skill you don't have, you'll find yourself in an awkward situation. It's better to honestly say that you have basic knowledge and are willing to learn.



### Don't freeze up on unexpected questions

If you get a difficult question, don't panic. Instead, calmly say: "Could you clarify what exactly you mean?"





**Don't say "I'm nervous", say "I am so excited to be here"**

Wording influences perception. Instead of admitting you are nervous, express gratitude for the interview opportunity.

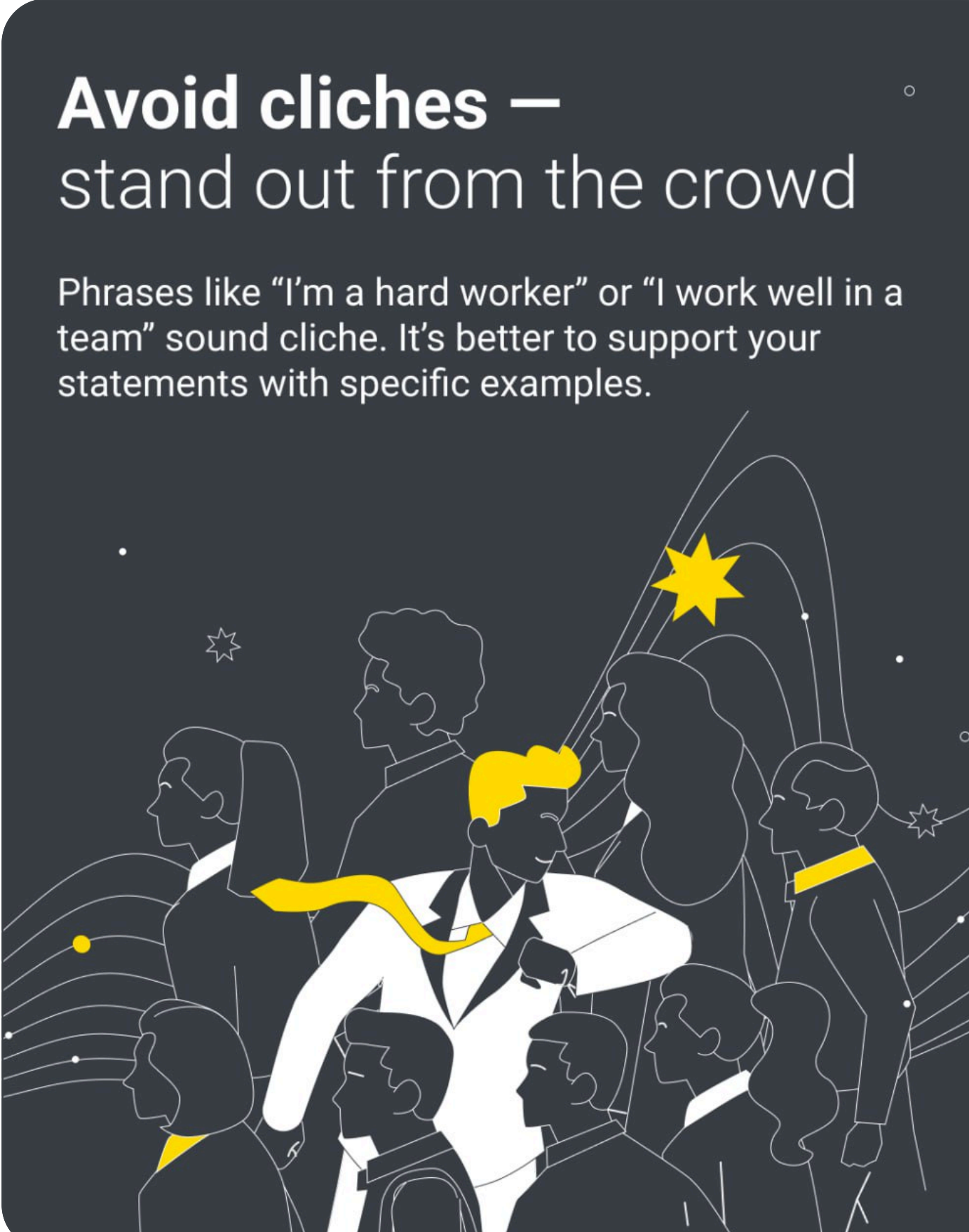
### **Don't be too technical unless you're asked**

English instructors may not always understand the intricacies of technology, so try to explain things simply.

**Hi! I'm Dave. I've worked with microservices architecture, implementing RESTful APIs and GraphQL endpoints optimized for horizontal scaling. I specialize in low-latency data pipelines using Kafka Streams, achieving sub-100ms event processing.**

### **Avoid cliches — stand out from the crowd**

Phrases like "I'm a hard worker" or "I work well in a team" sound cliché. It's better to support your statements with specific examples.



# HR interview



Your chance to demonstrate the way you think and show that you fit into the team  
It is a dialog to get to know each other. We assess not only your core technical knowledge but also your soft skills: teamwork, problem-solving, and cultural fit. Get ready to tell your story.

## Important tips:

### Use the STAR method:

Structure your answers about past experiences according to the Situation, Task, Action, Result principle

### Prepare your questions:

Ask 2-3 thoughtful questions about the team or company culture.

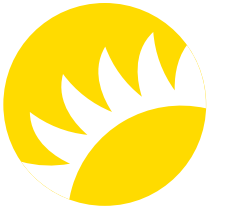
## Useful materials:

### [Meetup “Hard Skills vs. Soft Skills: How to Set Priorities?”](#)

**Description:** The company's experts are discussing what kind of key skill balance is essential at the start of a career, how to develop soft skills, and how to demonstrate them in interviews – all backed up by real-life examples.

**Why watch it:** The meetup will help you prioritize your preparation and figure out how to strikingly present your strengths that are not directly related to technology.

# HR interview



## Learning ability

**This is the key skill because it enables you to master countless others.**

Ability to work autonomously means you can find answers on your own – 80% of the questions you have are already answered in online resources, internal databases, or past conversations.



## Teamwork

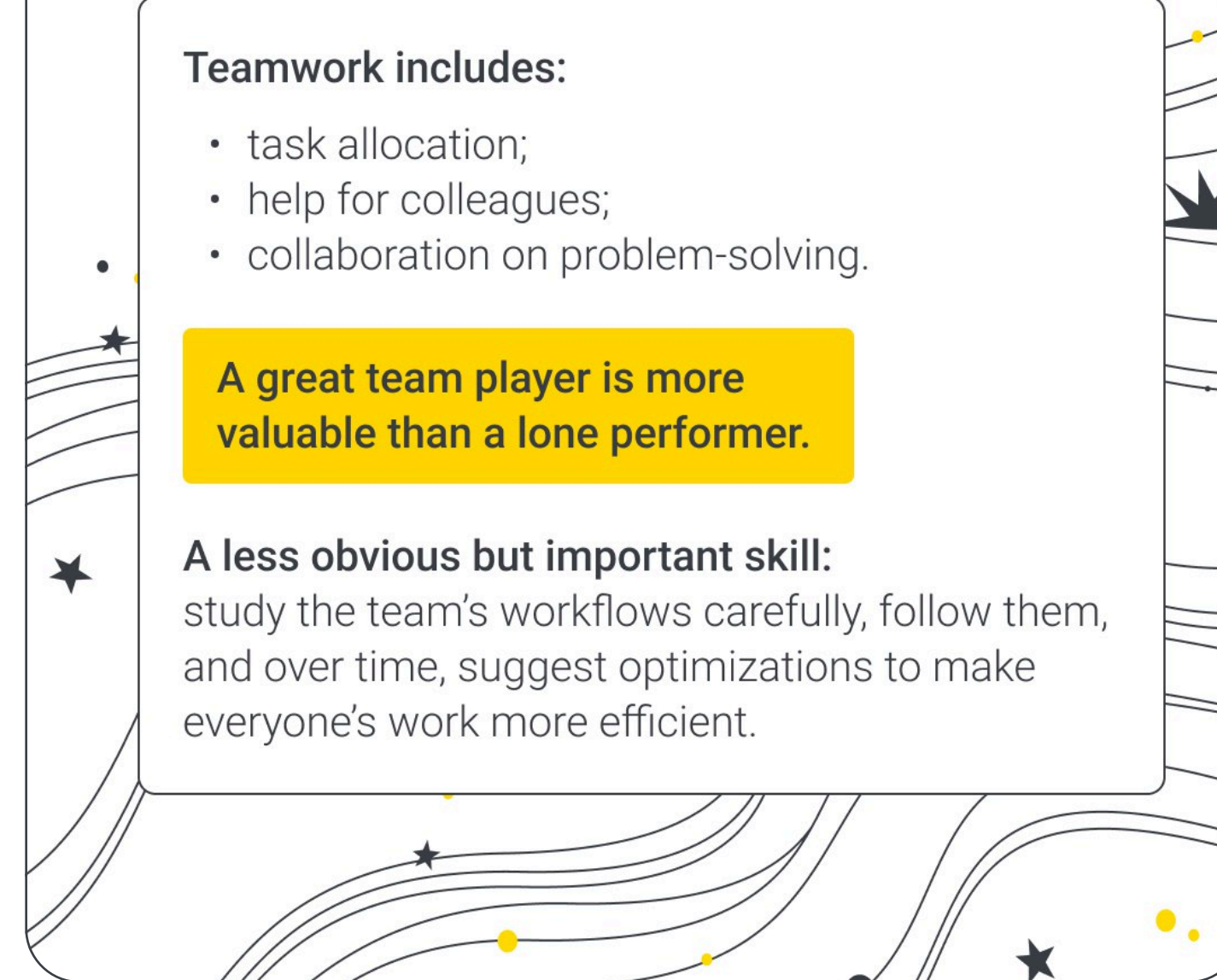
**Teamwork includes:**

- task allocation;
- help for colleagues;
- collaboration on problem-solving.

**A great team player is more valuable than a lone performer.**

**A less obvious but important skill:**

study the team's workflows carefully, follow them, and over time, suggest optimizations to make everyone's work more efficient.



## Time management

**If possible, complete tasks a bit ahead of schedule to work at a comfortable pace.** However, since that's not always an option, remember:

**a good result on time is better than a perfect result with missed deadlines.**



## Communication



You won't always get everything right on your own, and that's fine.

In the right moment it's important to:

1. switch off your autonomy;
2. ask your colleague a question;
3. or seek their help.

**Don't be afraid to look inexperienced!**

**Active listening is a great additional skill.** Ask clarifying questions, avoid interrupting, and engage in conversations with genuine interest.

## Task understanding



A traineeship offers a great chance to develop the skill of asking clarifying questions in communication with teams and stakeholders.

For example, at the end of a meeting, you can say: "Just to confirm, the main goal of this project is [smth], right?"



## Proactiveness – not a must, but nice to have



Being proactive means to:

- take initiative;
- suggest ideas;
- and navigate uncertainty.



# Technical assessment



Practical check of your skills in action. At this stage, your ability to apply knowledge in practice is tested. The format depends on your traineeship area: a portfolio, test assignment, or online testing. We appreciate your train of thought no less than the correct answer.

## Important tips:

### Think out loud:

If something is unclear, ask clarifying questions and offer solutions

### Show the process:

Demonstrate how you analyze the problem.

## Useful materials:

### [Meetup “From Code to an Offer: How to Pass a Technical Interview”](#)

**Description:** A meeting held by Andersen’s technical specialists and team leads, where they are discussing typical tasks, explaining the expected solutions, and giving advice on how to handle stressful situations.

**Why watch it:** The meetup is indispensable in developers’ preparation, helping them understand the logic of reviewers and learn how to not write code but also defend and explain it effectively.

### [Meetup “Trainee Meetup: Design Your Career”](#)

**Description:** A dedicated meetup for future designers (UI/UX). Experts are explaining how to create a strong portfolio, what to expect from a test assignment, and what is examined first.

**Why watch it:** The meetup will give you a clear understanding of the evaluation criteria in creative fields and help you avoid common mistakes when submitting your work.

# Technical interview



A deep dive into your professional potential. This is an in-depth conversation with an expert to assess the depth of your knowledge and approaches. The goal is to figure out how you solve complex problems and fit into the workflow. Be prepared to discuss architectural solutions or analyze case studies.

## Important tips:

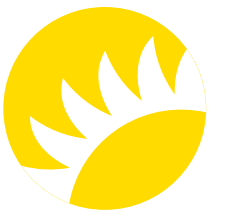
### Think out loud:

Your interviewer needs to see the train of your thoughts


### Don't be afraid of questions

If you don't know the answer, say it honestly and think out loud using logic.

# Technical interview




1/8



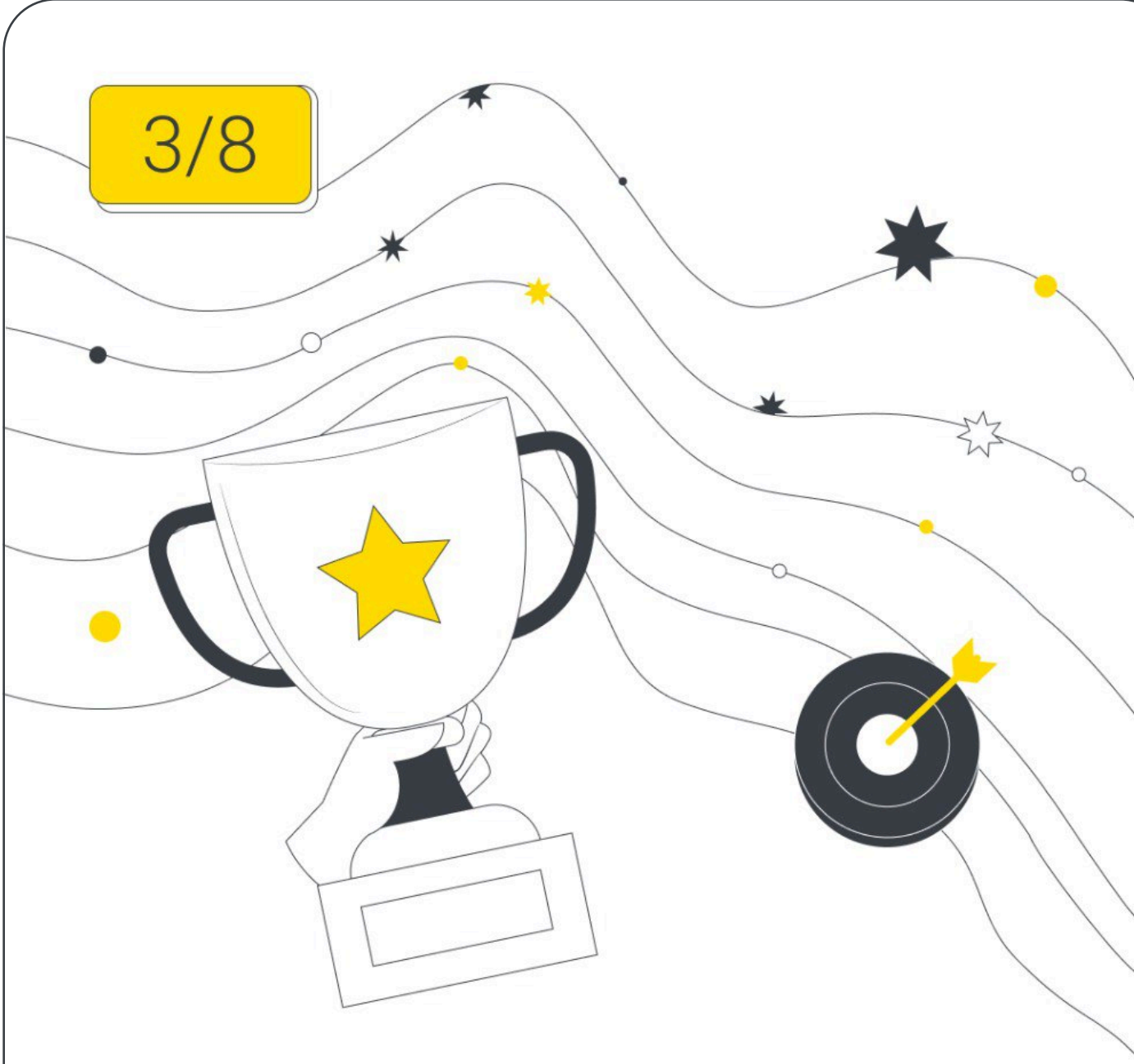
**Research the company, its domain, and services in advance —**  
this will help you ask thoughtful questions during the interview

2/8



**Brush up your technical knowledge, even if your experience is extensive.**  
It's useful to revise core concepts and be abreast of recent trends

3/8



**Decide on why you're attending this interview and what result you're aiming for**

4/8



**Stay calm and objective, even if something goes wrong.**

It's better to end the interview rather than stay in a conflict situation

5/8



**Ask questions in return**

this will show your interest and help you understand whether this job is a good fit for you

6/8



**Think out loud.**

If you don't know the exact answer, show your thought process and considerations.

Substantiate your suppositions using examples from your previous experience

# Final offer



The start of your career path in IT

The final call is a discussion of the offer details and your first steps in the company. At Andersen, over 70% of successful trainees receive a job offer. This is the beginning of your journey in a community that values growth and support.

## Important tip:

### Clarify details:

Don't hesitate to ask questions about the terms, tasks, and mentor support.

## Useful materials:

### [Meetup “Andersen Laboratory: Questions and Answers”](#)

**Description:** In the format of Q&A session, trainee program representatives are sharing organizational details: the daily schedule, mentoring system, project types, and post-traineeship opportunities for growth.

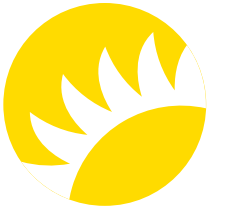
**Why watch it:** The best way to get a first-hand look at how Andersen Laboratory works and prepare your questions for the final discussion with the recruiter.

### [Meetup “From Student to Developer: What I Wish I Knew at the Start”](#)

**Description:** An honest talk from our colleague who went through the traineeship at Andersen. He is sharing his personal experience, mistakes, and insights that helped him grow into a developer.

**Why watch it:** The talk gives motivation and a realistic vision of your career path, helps relieve anxiety, and prepare you for productive work.

# Final offer



## How to stand out during traineeship

and get a job offer

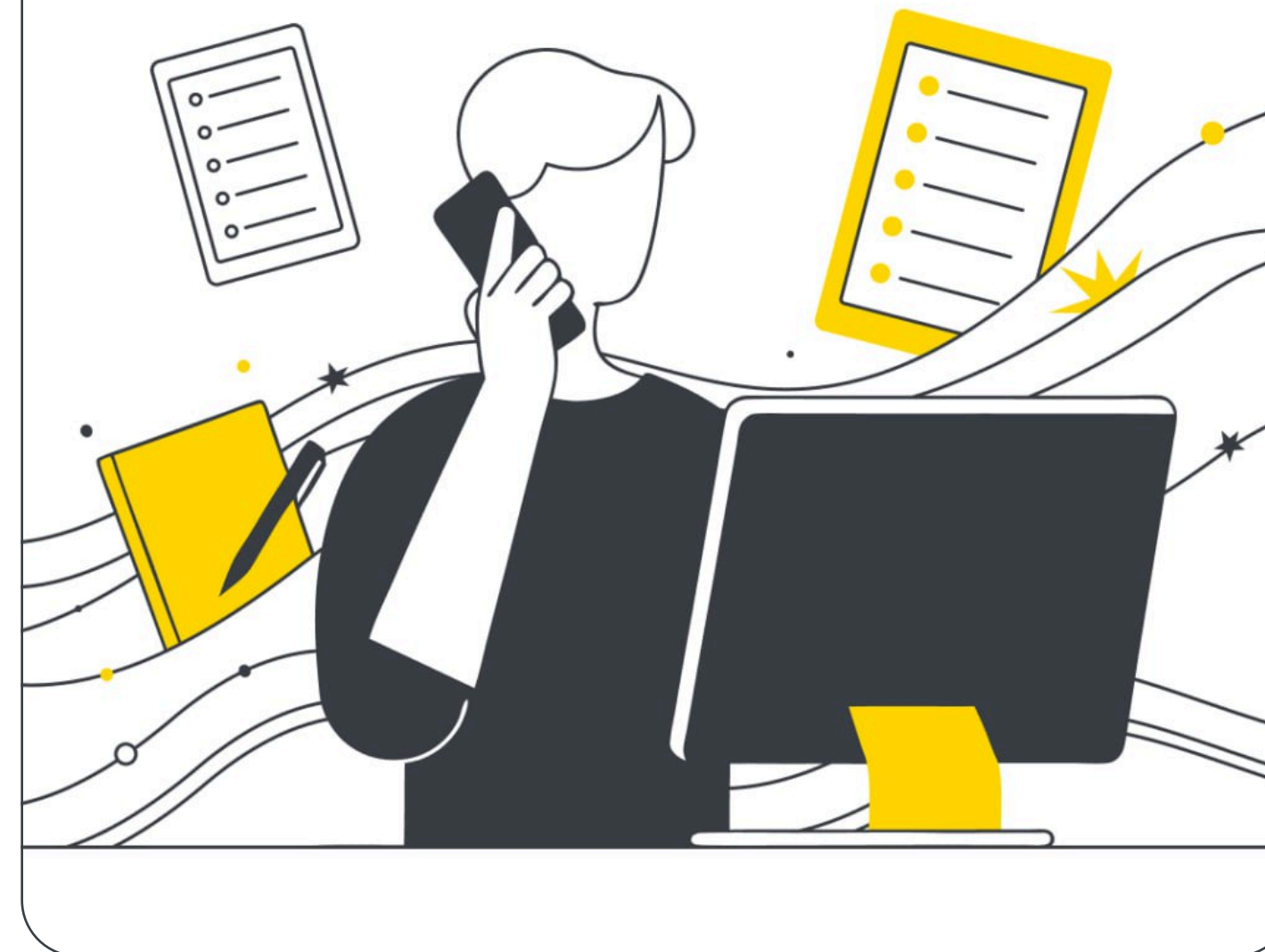
Recommendations from traineeship mentors



## 1 Take responsibility

Take initiative:

- don't be afraid to ask questions;
- know how to find information;
- point out problems, and suggest solutions



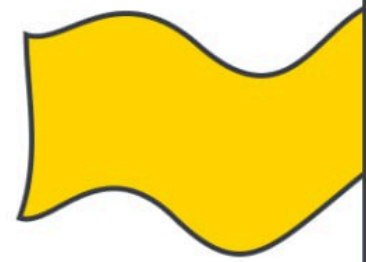
## 2 Be ready to do more than required

Don't limit yourself to the list of questions.

Try to study more, learn better, and acquire additional skills.

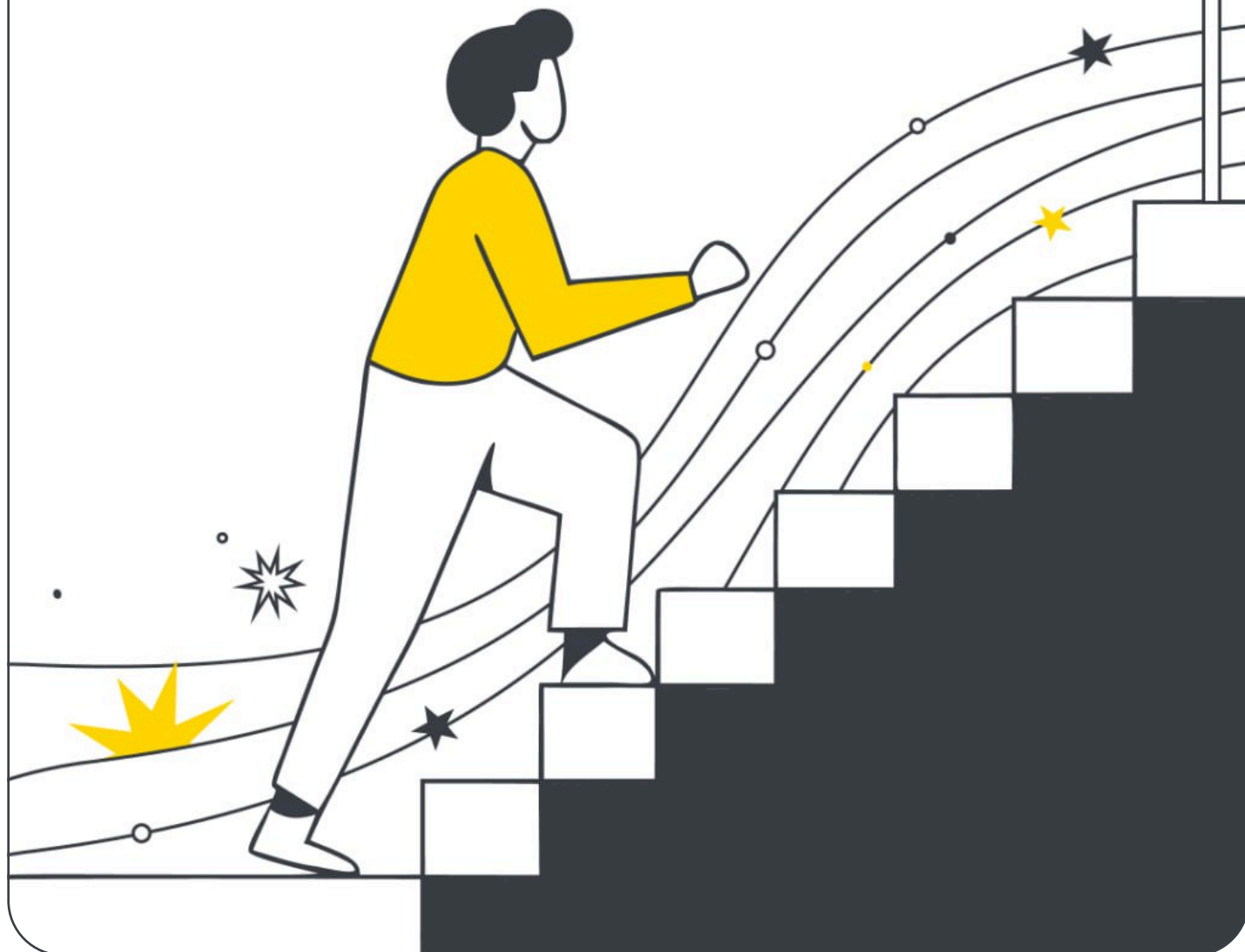


### 3 Remember your goals



Don't forget why you joined the traineeship:

- learn new things step by step;
- know how to prioritize.



### 4 Engage with the team

Let your colleagues see that you are interested and ready to work in a team:

- communicate;
- ask questions;
- participate in discussions.

This will help you adapt faster and demonstrate your value.



### 5 Try to see the work from a manager's perspective

Think about the goals and challenges of the company or a department and consider what solutions might be useful.

A broader perspective distinguishes strong professionals.





Andersen Trainee Program

# Thank you for your attention

Good luck with your preparation! We believe this guide and expert resources will help you pass all stages with confidence and launch your IT career.

✉ [trainee-department@andersenlab.com](mailto:trainee-department@andersenlab.com)

