



MYNDORE

EXECUTIVE SEARCH

1. Traditional Multi-Stage Interview Process (Common in Large Corporates, Finance, and Professional Services)

This is the classic, thorough process still prevalent in established firms (e.g., Big 4 accounting, banks such as HSBC or Barclays, or consultancies like Deloitte or PwC). It emphasises cultural fit, depth of experience, and risk mitigation. Average timeline: 4–8 weeks.

Stage	Description	Typical Activities	Duration/Format	Purpose
1. Application Screening	HR reviews CV and covering letter against job specification.	Automated ATS scan + manual review.	1–2 weeks	Filter for basic qualifications.
2. Phone/Video Screening	20–30 min call with recruiter/HR.	Basic questions on experience, salary expectations, notice period.	15–30 min (virtual)	Confirm interest and fit.
3. First Interview	With hiring manager or panel.	Behavioural questions (e.g., "Tell me about a time you..."), motivation, salary discussion.	45–60 min (in-person or virtual)	Assess technical/cultural alignment.
4. Second Interview/Assessment	Deeper dive, often with team/peers.	Case study, presentation, or technical test (e.g., Excel modelling for finance roles).	60–90 min + tasks	Evaluate skills in action.
5. Final Interview	With senior leadership (e.g., director/C-suite).	Strategic questions, values alignment, reference checks.	45–60 min (often in-person)	Final approval and offer negotiation.
6. Offer & Onboarding	Background checks, references.	Contract signing.	1–2 weeks	Close the process.

Advantages: Thorough vetting reduces poor hires. Disadvantages: Slow, candidate attrition common (up to 20% per stage per LinkedIn data). Sources: Robert Half UK 2026 Salary Guide (notes this structure for 60%+ of UK finance roles); Hays UK Salary & Recruiting Trends 2025/2026.

2. Modern Skills-First/Streamlined Process (Common in Tech, Start-ups, and Progressive Firms)

Increasingly popular in tech (e.g., fintech such as Revolut, or companies like Google/Amazon EMEA hubs) and forward-thinking organisations adopting "skills-based hiring." Focuses on demonstrated ability over pedigree. Shorter timeline: 2–4 weeks. Driven by talent shortages and candidate experience priorities.

Stage	Description	Typical Activities	Duration/Format	Purpose
1. Application	Light screening via online form or LinkedIn Easy Apply.	Skills keywords + short video intro (optional).	3–7 days	Quickfilter.
2. Skills Assessment	Automated or take-home task first.	Coding test (e.g., HackerRank for IT), case study, or work sample (e.g., marketing plan).	1–4 hours (asynchronous)	Prove capability early.
Virtual Interview (1–2 rounds max)	Combined manager + team session.	Competency-based + live problem-solving (e.g., pair programming or whiteboard). Often one longer "deep dive."	60–90 min (virtual)	Assess fit and skills in real-time.
4. Informal Meet/Culture Check	Optional casual chat or team virtual coffee.	No formal questions; focus on vibe.	30 min	Mutual fit check.
5. Offer	Fast-tracked with transparent salary bands (due to EU Pay Transparency Directive).	Verbal offer within days, followed by contract.	3–5 days	Speed to secure talent.

Advantages: Faster, reduces bias, better candidate experience (82% of candidates prefer skills tests per LinkedIn).

Disadvantages: Risk of missing soft skills or cultural nuances.

Sources: LinkedIn Global Talent Trends 2025 (skills-first hiring up 2x since 2023); Michael Page European Job Confidence Index 2025 (tech sector averages 3 stages vs. 5 in traditional).