

From Application to Offer

Navigating the **ABBYY** Hiring Process

ABBYY



Introduction

Navigating a hiring process can be a challenging and stressful experience for candidates, but at ABBYY, we strive to make it as smooth and transparent as possible. We understand that recruiting is not just about filling a position, but also about finding the right fit for our company culture and values.

In the next few pages, we will give you some tips and insights on how to navigate our hiring process successfully, so we can welcome you onboard soon!





Understand the role and its requirements

Before starting the application process, it's crucial to understand the specific requirements of the job you are applying for.

While this might sound obvious, it is important to carefully review the job description and research ABBYY to better understand our company, and how you can best meet them.

Check out some of our latest media coverage, have a read through our most recent thought leadership articles, and make sure to take a look at our updates on social media.

[LinkedIn](#)

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[Stack Overflow](#)



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At ABBYY, our values are transparency, simplicity, and respect, and our operating principles are "do the right thing," "be a team player," and "think like a customer."

Demonstrating these qualities and being able to talk about instances in the past when you showcased them can be beneficial in the process. Have a think and come prepared.

Prepare for the interview

Depending on the role, you may be asked to go through one or more technical interviews or a take-home test. These are an opportunity for you to showcase your skills and prove how your work can contribute to ABBYY's progress.

Your recruiter will provide you with all the necessary resources to help you prepare for these tasks. Take advantage of these resources and practice your skills to ensure that you are ready to present your best self.



Understand the role and its requirements

During the hiring process, don't hesitate to ask questions and address any concerns you may have, either with the recruiter or the various people you will meet during the interviews.

It's essential to have a clear understanding of the expectations and requirements of the role, so be sure to communicate and clarify any doubts. After the interviews, you will hear back from the recruiter within 2-3 business days (that's our aim).

Our team is happy to help and provide answers and guidance throughout the process. Here's some advice from our existing team members who have gone through the same process:



Make sure you understand the specific details of the task entirely. When in doubt, ask away!



Read the tasks carefully (very carefully even!). Propose solutions taking into account all the conditions described



Demonstrate that you understand the business and products, and that you've done your homework!



Showcase your skills and experience

When it comes to presenting your skills and experience, it's essential to highlight your relevant achievements and how they can help you excel in the role.

Be sure to illustrate your critical thinking, attention to detail, and problem-solving skills, as these are essential traits we are looking for in our candidates.

As mentioned previously, technical roles often involve both a technical interview element as well as a take-at-home test/challenge aimed at assessing the candidate's skill and understanding their approach.

Some common mistakes we have seen that you can avoid are: not reviewing the job description in detail to be able to talk about previous experience that specifically relates to the requirements of the job, rushing and not taking your time with tasks, and not applying critical thinking and showcasing a deep understanding of the specific area you are applying for.

Be open about areas where you might need to improve a skill or where you do not have as much experience as you'd wish. Instead, tell us what you are doing to improve and achieve the desired skill level. At ABBYY, continuous learning is paramount, so you will make a better impression by being honest and demonstrating a growth mindset.





Keep an open mind

Even if you are not selected for a particular role, we encourage you to keep an open mind and explore other opportunities within our company. Our recruiters can provide suggestions and guidance on how to develop your skills and knowledge to better align with our current vacancies.

Some characteristics we are looking for include being a team player, being able to work in international teams, attention to detail, solution orientation, and having a positive outlook. As long as you showcase these traits and you prove to be a great asset for us, we will try to find another role that might be a better fit. We encourage you to be open-minded and take the process as a learning opportunity.

We hope this guide has been helpful in preparing you for our hiring process. Remember to stay organized, be yourself, and take the time to showcase your skills and experience. If you're ready to take the next step in your career and join a dynamic and innovative team, check out our open roles [here](#).

We're always looking for talented individuals who are passionate about making a difference in the world of technology.

We wish you the best of luck in your job search and hope to hear from you soon!



A blurred background image showing a group of people in a meeting or collaborative work environment. Several individuals are seated around a table, engaged in discussion. The image is intentionally out of focus to emphasize the text overlay.

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