



Three's guide to interviewing



Three follow a hybrid approach to interviewing, just like our hybrid working model! Below are some tips to help you prepare and perform well at our interviews, whether you meet our team in person or remotely using MS Teams.

Be Phenomenal.

Tips to prepare for your interview

- Be yourself! We want to get to know YOU and we value every personality and perspective.
Let your personality shine through.
- Make sure you read your emailed interview invite carefully in advance and:
 - double check the interview time and date
 - complete any tasks required in advance
 - make sure you know where the office is for an in person interview
 - arrive a few minutes early to the interview (whether in person or on MS Teams)

Prepare using the STAR method:

S

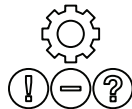
Situation



Introduce the situation to set the scene and provide context.

T

Task



Describe the task. What needed to be done and why?

A

Action



Explain the action you took.

R

Result



Describe the result in terms of benefits realized.

Use the STAR method to prepare for commonly asked competencies like:

- Teamwork
- Problem solving
- Attention to detail
- Communication
- Interpersonal skills/building relationships
- Customer service (e.g. difficult customer)
- Time management/organisational
- Working under pressure/meeting a challenging target or goal



Some other helpful tips

- Study the job description and prepare relevant examples from your work experience to base your competency-based answers on.
- Some questions will be based on Three's 5 core values so familiarise yourself with them at: three.ie/careers
- Research Three and get to know our company, culture, values, and mission. This will help you understand what interviewers are looking for in a candidate.
- Be prepared to discuss the reasons why you want to work here and why the role is a good fit for you.
- Use your network. Do you know someone who works at Three or in a similar role elsewhere? Discuss their role with them.
- Prepare for other common interview questions like:
 - “Outline any previous experience that you feel is relevant to this role.”
 - “What are your key strengths and areas for development? “
 - “What is your understanding of this role and why do you want to work for this company?”
- At the end of all interviews at Three, we allow time for you to ask us questions, so prepare some in advance.

Tips for the interview itself

- Dress professionally. Our dress code is smart/casual but make sure you are comfortable and plan what you will wear in advance.
- We value diversity at Three and know that not everyone finds making eye contact easy or feels comfortable shaking hands.
- To make a good first impression you could greet your interviewers using their names, smile and have reasons prepared as to why the role and a career at Three are of interest to you.
- At the start of the interview our staff will always try our best to put you at ease. Before the interview questions are asked, take a drink or pause for a moment to think about what was asked and to catch your breath.
- Make sure your mobile phone is off or on silent.
- Don't be afraid to ask for clarity. We are happy to repeat or rephrase questions so you know exactly what we are asking. Try to remember your work to master the STAR approach. Be specific, concise and clear. Basing your answers on specific projects and tasks from your experience will help you to avoid veering off topic.





Specific tips for video interviewing

1. Test the software in advance

We use MS Teams at Three. Download the program and be sure to do a test run. If you are delivering a presentation, practice sharing your screen.

2. Think about where you will conduct the interview

Make sure you are in a quiet place where you won't be interrupted. And make sure you have a strong internet connection.

3. Get comfortable

Choose a comfortable seating where you can ideally be seen ideally from the shoulders up. Aim for natural light and don't over-expose or over-saturate your picture.

4. Background

Aim to have your background tidy and neutral. You could also blur your background or apply one of the background effects supplied.

Thank you for your time and interest in a career at Three. Be sure to keep an eye on our careers page and apply for any roles that interest you: three.ie/careers

If you require reasonable accommodations at interview or would like to disclose a disability in advance, please email recruitment.support@three.ie or let our talent acquisition staff know when scheduling the interview. We want you to be comfortable and have the resources you need to do your absolute best on the day!