



INTERVIEWING IN BUSINESS DEVELOPMENT



Hello, and thank you for considering Esri as your next career move.

We know interviews are never easy . . . we've all been in your shoes! The following information should help you map your journey (pun intended) for the best interview experience possible.

How is it determined whether I'll be interviewed?



- We'll review your résumé to evaluate your skills, education, and background.
- If we feel you're a potential fit for the position, you'll be invited to a phone or virtual conversation with the recruiter to assess your soft skills and discuss your interests. This will take about 30 minutes.
- Based on that feedback, if the decision is made to move forward, you'll be invited to interview with a member of the team. Because our sales teams are geographically dispersed, most Business Development interviews are conducted virtually.
- Within a day or two, the recruiter will follow up to see how the phone call went. If it was positive, congrats! You'll move on to the next step.



How should I prepare for my interview?

- Make sure you're comfortable with what's on your résumé and be prepared to talk about your background and experience.
- If you are pursuing a solution engineer role, you may be asked to create a demo or present an existing demo as the final step in the interview process.
- Familiarize yourself with the **industry focus** of the position you're interviewing for. Learn how our technology impacts various industries by looking at the **latest issue of ArcNews**. Spend a little time on the About Esri section of our website. This will give you a better understanding of what we do, why we do it, and what our customers achieve with our software, which is going to help you express your interest in joining our team.
- Esri employees enjoy a casual dress code; however, for interviews we suggest business casual—button-down shirt, tie not required, suit jacket optional.
- Come prepared with questions for the team—ask about our culture, what a typical day is like, where to get the best lunch deal in town—anything goes!

What should I expect on interview day?



- Subsequent rounds of interviews will likely also be conducted virtually. If you are near an Esri office, you may be asked to go to that location.
- We recommend you test your equipment in advance to ensure your connection, audio, and video are working properly. Our team is available to help you test and troubleshoot if needed.
- You will be interviewing with several people. It's a lot, we know—but we want to get various team members' perspective of your skills. We also want to give you an opportunity to meet the team and, as mentioned above, ask them any questions you'd like. You're interviewing us as much as we are interviewing you!



I made it through the interview. Now what?

- Now that the hard part is over, pat yourself on the back! We will review everyone's feedback and discuss your fit for the role and Esri. From there, a decision will be made on whether to offer you the position. If we feel you're a good fit for Esri but not the position you interviewed for, we'll look for similar positions that might better match your skills and experience.
- If we're moving forward, your recruiter will contact you to extend an offer. This usually takes about a week from your interview date. We understand this can be an anxious time, so thank you for your patience! You can be sure you'll be offered a fair and competitive rate because of the work we do ahead of time to ensure that your experience, education, and interview feedback are all taken into account at the time of the offer.
- If you make our day and accept our offer, we have a team that can assist with the move should you need to relocate.



OUR GUIDING PRINCIPLES

These key behaviors and skills are at the core of how we succeed at work:

- **Communicate and Collaborate**—The essence of communication is sharing.
- **Focus on Customer Success**—Our customers consider us part of their success.
- **Act with Integrity**—Do the right thing, even when no one is watching.
- **Learn and Grow**—Becoming is better than being.
- **Drive Results**—Outcomes matter.
- **Innovate and Adapt**—Think big, and adapt quickly.

Should you have any questions, don't hesitate to reach out to your recruiter. We wish you much success with your interview!

