

Position: Full-time jobs, Graduate programs, internships. EMEA region mostly for IE students.

Main roles: Bachelors/Masters with little directly related work experience are eligible for 2 main entry-roles, among others:

Associate Account Strategist (Sales, Google Ads) and **Enterprise Customer Development Representative** (Sales, Google Cloud).

Summer internships in different areas.

How to apply:

- You can apply through the **Google website** at <https://careers.google.com/students/> or **Google recruitment events** such as **AdCamp**.
- Apply to entry-role positions with your country market and languages. Languages can help you stand out!
- Google has the **referral program** - a deliberate recruitment strategy rewarding staff for referring suitable and qualified candidates from their pool of contacts. Talent & Careers can help you to find the right career referral, only when you haven't applied yet through the webpage. You should customize your CV to the specific internship/job position you found on their webpage (at least 80% fit to the requirements), write a short motivational paragraph and send it to us before applying online.
- You can apply through the **IE Career Portal**.

What do you need:

- **CV:** IEU CV template + Vmock platform. Prepare your CV on this template and sign-up on Vmock (www.vmock.com) using your IE student e-mail address. Work on the automatic feedback provided by the platform until you reach a 75% score approx. **Maximum one-page long!** Once ready, **contact your Career Advisor** for preparing the final version.

Relevant skills

- **English fluency + local language**
- **Mindset, passion for technology**
- **Strong commercial skills / Leadership & Teamwork**
- **Results-oriented / Business driven**

Application Deadline may differ based on the program/internship. Usually, you should start exploring the internships/job offers 12 months ahead, going through the assessment, interview process and offer 5-8 months ahead, and the onboarding begins 1-2 months ahead.

Recruitment process

- **Online Aptitude Test (numerical, logical, verbal).** You can practice using [JobTestPrep](#) (Psychometric Tests Preparation for IE students). This test provides tailored preparation when applying to companies that use psychometric selection tests. To find the right test you can search by Company, Test Provider, or Type of Test. Top employers use online aptitude tests to eliminate 80% of applicants.

You can find it on the Career portal – Document Library or ask your Career Advisor.

- **Pre-screen interview:** Video interviews are becoming a common part of the recruitment process. Some companies choose to analyze the videos using Artificial Intelligence (AI). AI analyzes and scores verbal and non-verbal content – i.e. what you say and how you say it. It uses speech and facial recognition technology to track and assess your choice of words- i.e. use of powerful and desirable key words along with your eye and facial movements, your body language, your tone and your intonation. It is checking for inconsistencies. You can find more tips in [Video Interview AI algorithms: how to get a YES from the robot \(Hilt\)](#).

Ask your Career Advisor for a mock video interview with HILT.

- **Onsight interviews** – please find below the **Preparation Guide from Google**.

To be prepared for this stage, use the Interview Preparation Guide ([link here](#)) and ask your Career Advisor for a mock interview.

Onsite Interview Preparation Guide

Congratulations on being invited for **onsite/ hangout interviews**! We hope you are excited to continue through the application process. This doc will help you to prepare and understand what to expect during your interviews.

Your interviews will last approximately 2 - 2.5 hours and you will meet with 3-4 Googlers. You will be tested on your **General Cognitive Ability**, **Role Related Knowledge** and your **Leadership & Googleness**. Remember to read your interview confirmation email for information on who you will be meeting with and where to go for your interviews.

We care more about what you say than **what you wear**. Our dress is smart casual, so we suggest you wear something you would be comfortable in for the interviews.

Make sure to do some research on the unique value of advertising with Google - understand [Search/AdWords](#), [Display](#), [Mobile](#), [YouTube](#), [Cloud](#) and [Hardware](#) which represent the largest growth opportunities.

General Tips for Success

- Be concise. Make sure you're answering the question and not using a prepared example that isn't related to the question.
- Use the [STAR](#) method for all responses.
- Think of examples that will showcase your top selling points and that are related to the role.
- Come prepared with thoughtful questions. We want you to feel comfortable and understand how a role at Google could help you develop your skills and grow your career.
- Be yourself. Remember you are here for a reason.

Role Related Knowledge (30 mins)

- Think about your **role related experience** and what you can bring to this position.
- Understand the position, Google's revenue stream, our products.
- We want to know your biggest achievements and biggest impacts you've had.
- Give examples on working towards targets, implementing/ improving a process.

Leadership & Googleness (30 mins)

- Talk about how you've used your communication and decision-making skills to mobilise others. This might be by stepping up to a **leadership role**, or by helping a team succeed even when you weren't officially the leader.
- Share how you **work individually and on a team**, how you help others, how you navigate ambiguity, and how you push yourself to grow outside of your comfort zone.

General Cognitive Ability (45 mins)

- We test your **analytical thinking**, with a mixture of **hypothetical** and **behavioural** questions. We ask open ended questions to learn how you approach and solve problems.
- There is no one right answer - your ability to break down complex problems using a structured thought process and how you use data to inform decisions is what's most important.
- Be sure you fully understand the question, ask clarifying questions to understand the detail.

Hypothetical and Behavioural Questions

Hypothetical questions evaluate how you would handle a challenge you may not have encountered. We want to know how you would approach a typical problem that is related to the role or that Googlers have faced before. Eg. Imagine you are working on Gmail and a competitor starts charging a \$5 monthly fee for their product. How would you assess this situation? What recommendations would you make?

Things to consider for your answer:

- How this change impacts the market.
- Target users and the impact of fees on them & their behaviour.
- Pros and the cons of your recommendation.
- How you would assess if this was a sustainable model moving forward.

Behavioural questions look at how you've handled a specific challenge in the past to assess if you'll be a good match for the role.

Eg. Describe a specific problem you solved for an employer or team. How did you approach the problem? What role did others play? What was the outcome?

Things to consider for your answer:

- Examples from your past where you demonstrated behaviors and skills applicable to the role.
- Who you involved and how you influenced them.
- Challenges you faced and how you dealt with them.