

Congratulations on landing your upcoming interview with us!

We're excited to learn more about your experience and what you can bring to SRAM. We've put together a few tips on what you can expect. We hope this info will help make your interview process great!

KNOW BEFORE YOU GO.

Did you know SRAM's story began in 1987 with a single product? We recommend brushing up on your SRAM history and learning more about our love for the power of bicycles. Head to our website to learn about our history, our values, and what it's like to be a "SRAMmie".

PREPARE.

We know the interview process can be stressful and we want to make this easy, comfortable, and fun. We like what we've seen so far, so you're already in a great position. Be sure you have reviewed the job description and duties thoroughly. For a video interview, be sure your internet is strong, signal is clear, and you are in a quiet, distraction-free zone. For in person interviews, be sure to review the final interview logistics email closely to make your in-person experience great.

BE YOU. EVERYONE ELSE IS TAKEN.

"It's the people." This is usually the top answer when asking a SRAMmie what they love most about working here. SRAMmies are passionate individuals. Everyone within our walls brings a certain sparkle to the mix that creates the amazing community we can't stop talking about. We want to know what lights you up!

BE OPEN WITH US.

Our HR team works hard behind the scenes to prepare our compensation and benefit packages. We work in a high trust environment, and will be transparent about compensation, bonus expectations and benefits for employees. We hope you also share your expectations for your new potential role openly with us.

KNOW WHAT YOU BRING TO THE TABLE.

Our interview team will ask you about your work, volunteer and academic experience, as applicable. Be ready to discuss your accomplishments, learnings, skills, and future goals. Extra points if you can relate your previous experiences to SRAM's Core Values!



UNDERSTAND THE INTERVIEW STRUCTURE.

Most interviews will include behavioral based questions. These are questions starting with the phrase "tell me about a time when...". The team is looking for specific examples when you have demonstrated this, whether that is working against a tight deadline or learning something new at work, for example. Some interviews, for roles like software engineering may also require technical exercise. Please contact your recruiter if you have questions on your interview format.

ASK ALL THE QUESTIONS.

This is a two-way street. An interview is a great opportunity to be curious and make sure SRAM, the role, and the team is the right fit. Prepare any questions you may have for your interview team.

FOLLOW UP.

Throughout the process, feel free to ask your recruiter about the next steps in the hiring process and when you can expect to hear back. Following the interview, it's a great sign of character to send a quick email expressing gratitude to the interview team. We appreciate you back!

