Hiring process

Targa Telematics is a company that aims to have in its team resources with a high level of talent and skills, qualities that have led our company to reach levels of excellence in our reference sector.

Diversity is a value that we believe is important to create a stimulating, flexible work environment but above all to help all of us have an open mindset.

Our selection process includes 3 types of selection procedures, depending on the specifics of the position.

A common element in all 3 processes is a structured interview (following the S.T.A.R. methodology) aimed at evaluating the resource's soft skills in the most objective way possible. At the same time as the structured interview, questions are also asked aimed at evaluating the resource's motivation and expectations.

In the final phase of the interview, technical and information security issues are explored in depth based on the specifics of the role for which you are applying.

If requested, the level of knowledge of English or other languages is also tested, through an exchange of questions and answers on common topics.

For the subsequent steps, the process proceeds differently depending on whether the application belongs to one of the three macro-categories:

1. Resources for Technical Roles in Research and Development

   After the first phase mentioned above, a test taken from the GMAT is administered to evaluate the candidate's level of critical reasoning, then a hard skills test is administered to evaluate the candidate's technical skills and any training gaps that need to be filled.

2. Resources for the Sales Area

   After the first interview, we move to a second phase during which we administer a business case or a GMAT (as for macro-category 1) which varies depending on the level of seniority. Approximately 90 minutes are given to resolve the case which is then presented to the line manager.

3. All other areas

For top or middle management roles: a second meeting to introduce the candidate to internal stakeholders of the organization and for any further technical information.

To be considered suitable, all applications must provide consent for the processing of their personal data. At the beginning of each interview, the candidate is informed of how the selection is structured and all the steps that will follow. At the end of each selection process, constructive feedback is provided to the candidates who requested it.

HR Team