

//Data Analytics Interview Preparation {guide}



The interview process will be split into 3 separate rounds. Each round will focus on one of the following areas: technical, analytics or leadership. 1 hour will be dedicated to each round of the interview.

We want to learn more about your previous work experience, your working style and how that can translate into this role at Tesco.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the Data team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

You may want to consider:

- What interested you about this role
- Discussing relevant technical project work and/or certifications you may have
- Understanding the type of environment you'd like to work in, including examples of collaboration within people-first cultures.

//Your [interview] with <Tesco>

</Technical (1 hour)

This session will focus more on your JavaScript, HTML and CSS/web technologies experience.

Questions may include:

- What is dataLayer and why we need it?
- Javascript: how to manipulate Arrays and Objects
- What are cookies used for and are there any other ways of storing info on the user browser?
- How to improve security on a website when working with Analytics and Tag management solutions
- How you identify what to track on a given web page
- Questions around your ability to QA certain tracking, especially third-party marketing tracking.

/Analytics (1 hour)

During this interview we will ask you questions around your analytics experience, problem solving and stakeholder management.

Questions may include:

- Your knowledge around the basics of tracking with Google Analytics
- How Google Tag Manager work and why we need it
- How to improve security on a website when working with Analytics and Tag management solutions
- If you're able to identify what to track on a given web page
- How Google Analytics and Google Tag Manager work impact Web Performance and Web Security
- Data Design and requirements for web and mobile app tracking
- Trivial web aspects such as cookies and debugging/investing analytics on a web page
- Knowledge/ability to determine what kind of analytics beacons are sent, their data and when.

//Leadership (1 hour)

This part of the interview will be competency based. Please prepare specific examples when answering our questions. The STAR technique (Situation, Task, Action, Result) can be useful to describe examples of situations in your past employment and how you behaved in those circumstances.

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/Win Together <Behaviours>

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Stay curious: Seeking out new and different ideas while listening to every voice in the room.

We value self-awareness, honesty and authenticity on your own strengths and areas of development. Don't be afraid to show your personality, engage and interact with the assessor.

Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
- **Innovation** – How do you keep up to date with the latest industry advancements?
- **Collaboration** – How do you build and manage relationships with difficult stakeholders?
- **Empathy** – When have you displayed empathy in the workplace?

//Disability Confident

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In short, we're a place where Everyone's Welcome. As a Disability Confident Employer, Tesco is committed to providing a fully inclusive and accessible recruitment process. If you require any reasonable adjustments as part of the recruitment process, please contact your recruiter.

//How will I make an impact?

You'll make a real impact by helping us solve everyday problems on a global scale. The work you'll do will make a big difference to our customers, our colleagues, the planet, and our business.

Throughout your career at Tesco, we'll empower you to continue progressing your work and your personal development. You'll find plenty of career opportunities to help you continue making a positive impact.

//Tesco Technology team

We're a global team, spanning across the UK, Poland, Hungary, Czech Republic, and India. Everyone brings invaluable skills to help us deliver end-to-end solutions.

At Tesco, we like to design and build things ourselves. This means our team have the opportunity to wear lots of hats – inventor, problem solver, scrum master, developer, product manager, and so on.

From designing in-house software and systems, to ensuring our cyber security is watertight, the projects and opportunities in the Tesco Technology team are endless.

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//Tesco Data Science Recruitment {Process}



We're thrilled you're considering joining the Tesco Data Science team. Here's a quick guide to our interview process to help you get set for success. If you have any questions along the way, we're here to help.

//Interview <Loop>

The interview process will consist of several 1-hour interviews. You'll typically have 2 interviewers for each session, while the order of interviews may vary based on availability. We'll usually spread them over 2-3 days.

</Take-home/homework challenge interview – 1 hour

During this interview, the interviewers will screen-share your notebook or assignment report, and you will discuss your take-home challenge. You'll provide the rationale behind your choices and methodology, while discussing potential challenges. For example, you might be asked why you selected a specific model or discuss where an alternative approach could've been taken. The interviewers may also follow up with related technical questions. So, make sure you review your take-home challenge before the interview, so it's fresh in your mind.

</Technical interview – 1 hour

This part of the interview focuses on the technical skills relevant to the role you're applying for. You should familiarise yourself with the Job Description beforehand and revise relevant concepts. For example, if you are applying for a generalist Data Science role you should review basic model algorithms and Machine Learning methodology. We may incorporate technical questions within a case-study. So, to prepare for that, you should consider some of the problems the Tesco Data Science team might need to solve, such as providing product recommendations or forecasting stock levels.

</Stakeholder and leadership interview – 1 hour

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</System Design interview (senior and manager roles only) – 1 hour

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//Data Science Engineer {SDE II, SDE III & Principal}



The interview will consist of 1 hour System Design, 1 hour 30 minutes Coding and 1 hour Leadership.

//Your [interview] with <Tesco>

Your interviews will be held on Microsoft Teams. You'll be interviewed by one person from our team in each interview. But you might see another friendly face if we're training a team member to become an interviewer.

Before your interview, we recommend:

- Checking that you can access Microsoft Teams if you haven't used it before. You can do this by clicking the link in your interview invite
- Arrange to keep background noise to a minimum and avoid distractions by putting your phone on silent. But we understand this isn't always possible from home. Our cameras will be on throughout the interview so we can get to know each other better.

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</Coding (1 hour)

This is a coding interview. We'll focus on your ability to produce and articulate ideas and solutions. Your challenge is to tackle a Python coding task using CodeShare.io. Remember to follow a Test-Driven Development (TDD) method. Throughout the interview, we'll ask you to discuss the steps you're taking to complete the task and answer questions about your code. You'll need to communicate your thought process and your decisions as you go, giving us a better understanding of how you collaborate. We recommend having an IDE of your choice and CodeShare.io codeshare.io/ ready on your device before the interview starts.

</System Design (1 hour)

This is a problem-solving interview. It will focus on your ability to produce and articulate ideas and solutions. You'll be given a problem and asked to build an overview of a possible ML solution, using draw.io. Once you've shown and explained your overview, you might be asked to go into more detail.

Please feel free to ask questions before trying to solve the problem. Throughout your interview, we'll ask you about your solution and the steps you're taking. You might be asked to discuss:

- Security
- Reliability
- Scalability
- Why and how you produced your solution
- What's important to Tesco and our customers
- Tesco Technology and our ways of working

We recommend having ready Draw.io: app.diagrams.net/ on your device before the interview begins.

</Leadership (1 hour)

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Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
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//Design Lead Interview Preparation {guide}



The interview process will be split into two separate rounds and held on two separate days. Each round will focus on one of the following areas:

- Technical skills and case study review
- Task and leadership behaviours

1 hour and 30 minutes will be dedicated to technical skills and case study review and 1 hour 30 minutes for task and leadership behaviours.

Interview 1: Technical skills and case study review

Duration: 1.5 hours

In this interview, we'll focus on your previous experience and how that translates into this role at Tesco. We'll discuss specific skills you have and ask you to present one or two case studies of your choice.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the UX Design and Research team at Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

Interview 2: Task and leadership behaviours

Duration: 1.5 hours

To prepare for this interview, we'll ask you to complete a presentation at home. In the interview, you'll present your work, and we'll ask you questions about your strategy and rationale.

Next, we'll ask you about your leadership behaviours, how you collaborate with others and how you inspire the team around you. Please prepare specific examples when answering our questions. The STAR technique (Situation, Task, Action, Result) can be useful to describe examples of situations in your past employment and how you behaved in those circumstances.

Finally, you'll have the chance to ask any questions you have about the role and working at Tesco.

//Win Together <Behaviours>

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- **Empathy** – When have you displayed empathy in the workplace?

//We want to learn more about your soft skills and why you want to work at <Tesco>

Before your interview, here are some things you might want to think about:

- Your design approach
- Your leadership and strategy style
- The methodologies you use to drive the design process
- How you make sure user needs and behaviours are at the forefront of decision-making
- Goals and outcomes sought and why
- How was measuring success approached
- Cross-functional team collaboration and ways of working .

Here are the leadership behaviours we aspire to in the UX Design and Research team:

Collaboration: working together across the business to achieve shared success.

Empathy: building strong relationships with customers and colleagues.

Responsiveness: being agile in the way you think, make decisions and handle change.

Resilience: knowing your own source of energy and keeping yourself fit for life.

Innovation: keeping your eyes open so you can lead the business for the future.

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//Head of Software Development {HoSD}

The interview process will be split into 4 separate rounds and held on 4 separate days. Each round will focus on one of the following areas:

- System design
- SDLC
- Leadership
- Engineering management

1 hour will be dedicated to the SDLC, Leadership and engineering management rounds and 90 minutes for system design.

</Interview 1: System Design

You'll be given a problem statement and will be asked to build an overview of a possible solution, using Draw.io or a tool of your choice. Once you've shown and explained your overview, you may be asked to delve into specific areas of the design.

Please feel free to ask lots of questions before trying to solve the problem. Throughout your interview, we'll ask you about your solution and the steps you're taking. We recommend having the design tool ready on your device before the interview begins.

</Interview 2: SDLC

This interview will focus on three things.

- Imagine it's your first day in the role, ask the interviewer questions you would ask on day one
- You'll be asked about the code quality and the different types of testing
- How you would go about managing a team of developers.

Things you may want to consider:

- End to end delivery, ownership and accountability
- How the team works, their procedures and the products they work on.

</Interview 3: Leadership

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Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
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</Interview 4: Engineering Management

This is a behavioural interview. It will focus on the strategic skills needed to be a Head of Software Development at Tesco. We'll be looking for your ability to:

- Manage and influence a team and stakeholders to align with the overall strategy
- Manage processes and delivery, including feedback, roadmaps and budget
- Manage a team, including culture, organisation, and talent plan.

//We want to learn more about your soft skills and why you want to work at <Tesco>

Before your interview, here are some things you might want to think about:

- Product roadmaps, delivery timescales and budgets
- Interacting with senior stakeholders
- Managing and mentoring a team of engineers and managers
- Fostering a culture of safety and inclusivity.

Here are the leadership behaviours we aspire to in our Software Engineering teams:

- **Collaboration:** Working together across the business to achieve shared success
- **Empathy:** Building strong relationships with customers and colleagues
- **Responsiveness:** Being agile in the way you think, make decisions and handle change
- **Resilience:** Knowing your own source of energy and keeping yourself fit for life
- **Innovation:** Keeping your eyes open so you can lead the business for the future.

//Your [interview] with <Tesco>

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You'll be interviewed by a member of our Engineering Directorate. You might see another friendly face if we're training and new team member to become an interviewer.

Before your interview, we recommend:

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//Lead Product {Manager}

The interview process will be split into 3 separate rounds. Each round will focus on one of the following areas: methodology, leadership and vision and strategy. 1 hour will be dedicated to each area.

This is a conversational and scenario-based interview, focusing on your previous experience and how that can translate into this role at Tesco.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the Product team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

You may want to consider:

- End-to-end delivery, ownership and accountability
- Where you have used data for decision making
- How the team works, their procedures and the products they work on.

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</Methodology, design and delivery

Methodology – What's the difference between agile and waterfall and flavours such as Scrum/ Kanban. How does this impact you, your stakeholders and the wider team?

Design – User centric design, collaboration with UX and Engineering, user feedback and research and discovery.

Delivery – Value release early and often, prioritisation, stakeholder management and data driven.

//Leadership

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</Vision & Strategy

Vision – Show your understanding of stakeholder management, customer focused, data driven, research and business case development.

Strategy – Discuss OKRs, discovery, communication and industry knowledge.

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//Principal of Software Development {PSDE}



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- System design
- Coding
- Leadership

1 hour will be dedicated to the leadership round and 90 minutes for system design and coding rounds.

</Interview 1: System Design

You'll be given a problem statement and asked to build an overview of a possible solution, using Draw.io or a tool of your choice. Once you have shown and explained your overview, you may be asked to delve into specific areas of the design.

Please feel free to ask lots of questions before trying to solve the problem. Throughout your interview, we'll ask you about your solution and the steps you're taking. We recommend having the design tool ready on your device before the interview begins.

</Interview 2: Coding

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</Interview 3: Leadership

We recommend familiarising yourself with our 4 Win Together Behaviours at Tesco and preparing examples of when you've used them in your previous roles.

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Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
- **Innovation** – How do you keep up to date with the latest industry advancements?
- **Collaboration** – How do you build and manage relationships with difficult stakeholders?
- **Empathy** – When have you displayed empathy in the workplace?

//We want to learn more about your soft skills and why you want to work at <Tesco>

Before your interview, here are some things you might want to think about:

- Product roadmaps, delivery timescales and budgets
- Interacting with senior stakeholders
- Managing and mentoring a team of engineers and managers
- Fostering a culture of safety and inclusivity.

Here are the leadership behaviours we aspire to in our Software Engineering teams:

- **Collaboration:** Working together across the business to achieve shared success
- **Empathy:** Building strong relationships with customers and colleagues
- **Responsiveness:** Being agile in the way you think, make decisions and handle change
- **Resilience:** Knowing your own source of energy and keeping yourself fit for life
- **Innovation:** Keeping your eyes open so you can lead the business for the future.

//Your [interview] with <Tesco>

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You'll be interviewed by a member of our Engineering Directorate. You might see another friendly face if we're training and new team member to become an interviewer.

Before your interview, we recommend:

- Checking that you can access Microsoft Teams if you haven't used it before. You can do this by clicking the link in your interview invite.
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//Tesco Technology team

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//Product {Manager}

The interview process will be split into 3 separate rounds. Each round will focus on one of the following areas: methodology, leadership and vision and strategy. 1 hour will be dedicated to each area.

This is a conversational and scenario-based interview, focusing on your previous experience and how that can translate into this role at Tesco.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the product team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

You may want to consider:

- End-to-end delivery, ownership and accountability
- Where you have used data for decision making
- How the team works, their procedures and the products they work on.

//We want to learn more about your soft skills and why you want to work at Tesco.

</Methodology, design and delivery

Methodology – What's the difference between agile and waterfall and flavours such as Scrum/ Kanban. How does this impact you, your stakeholders and the wider team?

Design – User centric design, collaboration with UX and Engineering, user feedback and research and discovery.

Delivery – Value release early and often, prioritisation, stakeholder management and data driven.

//Leadership

This part of the interview will be competency based. Please prepare specific examples when answering our questions. The STAR technique (Situation, Task, Action, Result) can be useful to describe examples of situations in your past employment and how you behaved in those circumstances.

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Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
- **Innovation** – How do you keep up to date with the latest industry advancements?
- **Collaboration** – How do you build and manage relationships with difficult stakeholders?
- **Empathy** – When have you displayed empathy in the workplace?

</Vision & Strategy

Vision – Show your understanding of stakeholder management, customer focused, data driven, research and business case development.

Strategy – Discuss OKRs, discovery, communication and industry knowledge.

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//Senior Product {Manager}

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You might be asked to:

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You may want to consider:

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//Service {Design}

The interview process will be split into 2 separate rounds and held on two separate days. Each round will focus on one of the following areas:

- Technical skills and portfolio review
- Service design task and leadership behaviours

1 hour will be dedicated to technical skills and portfolio review and 1 hour 30 minutes for service design task and leadership behaviours.

Interview 1: technical skills and portfolio review

Duration: 1 hour

In this interview, we'll focus on your previous experience and how that translates into this role at Tesco. We'll discuss specific skills you have and ask you to share an example of work from your portfolio.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the design team at Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

Interview 2: service design task and leadership behaviours

Duration: 1.5 hours

To prepare for this interview, we'll ask you to complete a service design task at home. We encourage you to spend around 90 minutes working on this. In the interview, you'll present your work, and we'll then ask you about your process, the methodologies you used and your rationale for any solutions.

Next, we'll ask you about your leadership behaviours, how you collaborate with others and how you inspire the team around you. Please prepare specific examples when answering our questions. The STAR technique (Situation, Task, Action, Result) can be useful to describe examples of situations in your past employment and how you behaved in those circumstances.

Finally, you'll have the chance to ask any questions you have about the role and working at Tesco.

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Before your interview, here are some things you might want to think about:

Your approach to service design

- The methodologies you use to drive the design process
- How you make sure user needs and behaviours are at the forefront of decision-making
- Goals and outcomes sought (and why)
- How was measuring success approached
- Cross-functional team collaboration and ways of working.

Here are the leadership behaviours we aspire to in the UX Design and Research team:

Collaboration: working together across the business to achieve shared success.

Empathy: building strong relationships with customers and colleagues.

Responsiveness: being agile in the way you think, make decisions and handle change.

Resilience: knowing your own source of energy and keeping yourself fit for life.

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//Software Development {Engineer} – Backend

The interview process will be split into 3 separate rounds and held on 3 separate days. Each round will focus on one of the following areas:

- System design
- Coding
- Leadership

1 hour will be dedicated to the coding and leadership rounds and 90 minutes for system design.

</Interview 1: System Design

You'll be given a problem statement and asked to build an overview of a possible solution, using Draw.io or a tool of your choice. Once you have shown and explained your overview, you may be asked to delve into specific areas of the design.

Please feel free to ask lots of questions before trying to solve the problem. Throughout your interview, we'll ask you about your solution and the steps you're taking. We recommend having the design tool ready on your device before the interview begins.

</Interview 2: Coding

This interview will focus on your ability to produce and articulate ideas and solutions using code. We're looking for production-ready code, with quality test cases to demonstrate the functionality of your solution. You can use any development approach (TDD/BDD/DDD) to complete the exercise. You'll need to communicate your ideas and decisions as you go, as this is key to helping the interviewer assess your collaboration skills. We recommend having your preferred IDE set up before the interview starts.

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Other things to consider:

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- **Empathy** – When have you displayed empathy in the workplace?

//We want to learn more about your soft skills and why you want to work at <Tesco>

Before your interview, here are some things you might want to think about:

- Who we are and what we do
- Cross functional team collaboration and ways of working
- Good code hygiene and testing.

Here are the leadership behaviours we aspire to in our Software Engineering teams:

- **Collaboration:** Working together across the business to achieve shared success
- **Empathy:** Building strong relationships with customers and colleagues
- **Responsiveness:** Being agile in the way you think, make decisions and handle change
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//Software Development {Engineer} – Frontend

The interview process will be split into 3 separate rounds and held on 3 separate days.
Each round will focus on one of the following areas:

- System design
- Coding
- Leadership.

1 hour will be dedicated to the coding and leadership rounds and 90 minutes for system design.

</Interview 1: System Design

You'll be given a problem statement and asked to build an overview of a possible solution, using Draw.io or a tool of your choice. Once you have shown and explained your overview, you may be asked to delve into specific areas of the design.

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</Interview 2: Coding

This interview will focus on your ability to resolve problems using code. You'll be given a coding task to complete using **Codeshare.io**. You can use any development approach (TDD/BDD/DDD) to complete the exercise. You'll need to communicate your ideas and decisions as you go, as this is key to helping the interviewer assess how you collaborate.

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//Software Development {Manager}

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- SDLC
- Leadership

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</Interview 2: SDLC

This interview will focus on three things.

- Imagine it's your first day in the role, ask the interviewer questions you would ask on day one
- You'll be asked about the code quality and the different types of testing
- How you would go about managing a team of developers.

Things you may want to consider:

- End to end delivery, ownership and accountability
- How the team works, their procedures and the products they work on.

</Interview 3: Leadership

We recommend familiarising yourself with our 4 Win Together Behaviours at Tesco and preparing examples of when you've used them in your previous roles.

/Win Together <Behaviours>

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Live 20/80: Prioritising the few things that will make the biggest difference.

Be brave: Doing the right thing and creating safe spaces where colleagues can test, learn, and speak up.

Stay curious: Seeking out new and different ideas while listening to every voice in the room.

We value self-awareness, honesty and authenticity on your own strengths and areas of development. Don't be afraid to show your personality, engage and interact with the assessor.

Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
- **Innovation** – How do you keep up to date with the latest industry advancements?
- **Collaboration** – How do you build and manage relationships with difficult stakeholders?
- **Empathy** – When have you displayed empathy in the workplace?

//We want to learn more about your soft skills and why you want to work at <Tesco>

Before your interview, here are some things you might want to think about:

- Who we are and what we do
- Cross functional team collaboration and ways of working
- Managing and mentoring a team of engineers
- Interacting with stakeholders.

Here are the leadership behaviours we aspire to in our Software Engineering teams:

- **Collaboration:** Working together across the business to achieve shared success
- **Empathy:** Building strong relationships with customers and colleagues
- **Responsiveness:** Being agile in the way you think, make decisions and handle change
- **Resilience:** Knowing your own source of energy and keeping yourself fit for life
- **Innovation:** Keeping your eyes open so you can lead the business for the future.

//Your [interview] with <Tesco>

Your interviews will be held on Microsoft Teams.

You'll be interviewed by a member of our Engineering Directorate. You might see another friendly face if we're training and new team member to become an interviewer.

Before your interview, we recommend:

- Checking that you can access Microsoft Teams if you haven't used it before. You can do this by clicking the link in your interview invite.
- Arrange to keep background noise to a minimum and avoid distractions by putting your phone on silent. But we understand this isn't always possible from home.

Our cameras will be on throughout the interview, so we can get to know each other better.

The interview process is also your opportunity to ask us questions. How can we help you understand the role and the business?

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// Programme Interview Preparation {guide}



The interview process will be split into 3 separate rounds. Each round will focus on one of the following areas: technical, case study or leadership. 1 hour will be dedicated to the leadership and technical rounds and up to 90 minutes for the case study round.

We want to learn more about your previous work experience, your working style and how that can translate into this role at Tesco.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the Programme team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

You may want to consider:

- What interested you about this role
- Discussing relevant technical project work and/or certifications you may have
- Understanding the type of environment you'd like to work in, including examples of collaboration within people-first cultures.

//Your [interview] with <Tesco>

</Technical

This interview will focus on your specific knowledge of the relevant skills within Programme Management. Some topics may include:

- Programme Management: managing product delivery (all aspects one considers when kicking off, running, reviewing delivery)
- Budgeting: managing value and cost (how would you handle a budget; how would you handle under/overspend)
- Domain Expertise: technology understanding (What do you know, and how can you show your understanding of what you know)
- Best practices to deliver technology (software, hardware, etc.).
- Tech concepts to enable engineering efficiency and delivery (CI/CD, Dev Ops, etc.)
- Programme Management: influencing (how do you collaborate with others, how do you handle difficult scenarios between colleagues, teams, on items such as prioritisation, capacity, alignment)
- Behaviour and collaboration: colleagues and third-parties (How do you work with others, hold accountability, etc.)
- People Management: colleagues (only for LTPM & STPM roles).

/Case study

In this case study, you'll be given an example of a fictitious Tesco Programme. You'll be given time to study the data provided and then we'll ask you to give your recommendations on what you would do if you were leading it. There's extra time in this part of the interview to allow time for a presentation and Q&A.

The case study interview is focusing on how you'll apply your knowledge and experience to a given situation.

//Leadership

This part of the interview will be competency based. Please prepare specific examples when answering our questions. The STAR technique (Situation, Task, Action, Result) can be useful to describe examples of situations in your past employment and how you behaved in those circumstances.

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Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
- **Innovation** – How do you keep up to date with the latest industry advancements?
- **Collaboration** – How do you build and manage relationships with difficult stakeholders?
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//UI {Design}

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- Technical skills and case study review
- Design task and leadership behaviours

1 hour will be dedicated to technical skills and case study review and 1 hour 30 minutes for design task and leadership behaviours.

Interview 1: technical skills and case study review

Duration: 1 hour

In this interview, we'll focus on your previous experience and how that translates into this role at Tesco. We'll talk about the specific skills you have and will ask you to present one or two case studies of your choice.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the User Experience Design and Research team at Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

Interview 2: design task and leadership behaviours

Duration: 1.5 hours

To prepare for this interview, we'll ask you to complete a design task at home. We encourage you to spend around 90 minutes working on this. In the interview, you'll present your work, and we'll then ask you about your process, design thinking and rationale.

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Your design approach

- The methodologies you use to drive the design process
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//UX {Design}

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- Technical skills and case study review
- Design task and leadership behaviours

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Interview 1: technical skills and case study review

Duration: 1 hour

In this interview, we'll focus on your previous experience and how that translates into this role at Tesco. We'll talk about the specific skills you have and will ask you to present one or two case studies of your choice.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the UX Design and Research team at Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

Interview 2: design task and leadership behaviours

Duration: 1.5 hours

To prepare for this interview, we'll ask you to complete a design task at home. We encourage you to spend around 90 minutes working on this. In the interview, you'll present your work, and we'll then ask you about your process, design thinking and rationale.

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Your design approach

- The methodologies you use to drive the design process
- How you make sure user needs and behaviours are at the forefront of decision-making
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- How was measuring success approached
- Cross-functional team collaboration and ways of working.

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//UX {Research}

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- Design task and leadership behaviours

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Interview 1: technical skills and case study review

Duration: 1 hour

In this interview, we'll focus on your previous experience and how that translates into this role at Tesco. We'll talk about the specific skills you have and will ask you to present one or two case studies of your choice.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the UX Design and Research team at Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

Interview 2: design task and leadership behaviours

Duration: 1.5 hours

To prepare for this interview, we'll ask you to complete a research task at home. We encourage you to spend around 90 minutes working on this. In the interview, you'll present your work, and we'll then ask you about your process, the methodologies you used and your rationale for any solutions.

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//We want to learn more about your soft skills and why you want to work at <Tesco>

Before your interview, here are some things you might want to think about:

Your research approach

- The methodologies you use to drive the design process
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//UX {Writing}

The interview process will be split into 2 separate rounds and held on two separate days. Each round will focus on one of the following areas:

- Technical skills and portfolio review
- UX writing/content design task and leadership behaviours

1 hour will be dedicated to technical skills and portfolio review and 1 hour 30 minutes for UX writing/content design task and leadership behaviours.

Interview 1: technical skills and portfolio review

Duration: 1 hour

In this interview, we'll focus on your previous experience and how that translates into this role at Tesco.

We'll talk about the specific skills you have and will ask you to present a case study of a piece of work of your choice from your portfolio.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the product team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

Interview 2: UX writing/content design task and leadership behaviours

Duration: 1.5 hours

To prepare for this interview, we'll ask you to complete a UX writing/content design task at home. We encourage you to spend around 90 minutes working on this. In the interview, you'll present your work, and we'll then ask you about your process, the methodologies you used and your rationale for any solutions.

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//We want to learn more about your soft skills and why you want to work at <Tesco>

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Your approach to UX writing

- The methodologies you use to drive the writing process
- How you make sure user needs and behaviours are at the forefront of decision-making
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Simply bring your wonderful self to join our open, encouraging and collaborative environment.



//Infrastructure Interview Preparation {guide}



The interview process will be split into 3 separate rounds. Each round will focus on one of the following areas: CV/domain, technical or leadership. 1 hour will be dedicated to the CV/domain and leadership rounds and up to 90 minutes for the technical round.

We want to learn more about your previous work experience, your working style and how that can translate into this role at Tesco.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the Infrastructure team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

You may want to consider:

- What interested you about this role
- Discussing relevant technical project work and/or certifications you may have
- Understanding the type of environment you'd like to work in, including examples of collaboration within people-first cultures.

//Your [interview] with <Tesco>

//Leadership

This part of the interview will be competency based. Please prepare specific examples when answering our questions. The STAR technique (Situation, Task, Action, Result) can be useful to describe examples of situations in your past employment and how you behaved in those circumstances.

We recommend familiarising yourself with our 4 Win Together Behaviours at Tesco and preparing examples of when you've used them in your previous roles.

/Win Together <Behaviours>

Believe in each other: Building trust in teams and enabling end to end collaboration across Tesco.

Live 20/80: Prioritising the few things that will make the biggest difference.

Be brave: Doing the right thing and creating safe spaces where colleagues can test, learn, and speak up.

Stay curious: Seeking out new and different ideas while listening to every voice in the room.

We value self-awareness, honesty and authenticity on your own strengths and areas of development. Don't be afraid to show your personality, engage and interact with the assessor.

Other things to consider:

- **Motivations** – Why are you interested in this role and where do you see this role taking you?
- **Innovation** – How do you keep up to date with the latest industry advancements?
- **Collaboration** – How do you build and manage relationships with difficult stakeholders?
- **Empathy** – When have you displayed empathy in the workplace?

</Technical

This part of the interview is a technical assessment relevant to the role. Please ensure you have fully understood the requirements on the job description and have considered or revisited any relevant areas or tools in line with your experience. Your recruiter will inform you of any additional preparation required and you can ask them any questions you may have.

The interview process is also your opportunity to ask us questions. How can we help you understand the role and the business?

CV/domain

This part of the interview will focus on your specific domain expertise and experience, guided by your CV. You may want to refresh your knowledge on the job description and consider examples of relevant project work that may relate to this role. It can be helpful to have answers prepared for questions on any gaps in your CV, motivations for finding a new role and why you'd like to join the Tesco Infrastructure team.

//Disability Confident

Diversity, equity and inclusion (DE&I) at Tesco means that whoever you are and whatever your background, we always want you to feel represented and that you can be yourself at work. In short, we're a place where Everyone's Welcome. As a Disability Confident Employer, Tesco is committed to providing a fully inclusive and accessible recruitment process. If you require any reasonable adjustments as part of the recruitment process, please contact your recruiter.

//How will I make an impact?

You'll make a real impact by helping us solve everyday problems on a global scale. The work you'll do will make a big difference to our customers, our colleagues, the planet, and our business.

Throughout your career at Tesco, we'll empower you to continue progressing your work and your personal development. You'll find plenty of career opportunities to help you continue making a positive impact.

//Tesco Technology team

We're a global team, spanning across the UK, Poland, Hungary, Czech Republic, and India. Everyone brings invaluable skills to help us deliver end-to-end solutions.

At Tesco, we like to design and build things ourselves. This means our team have the opportunity to wear lots of hats – inventor, problem solver, scrum master, developer, product manager, and so on.

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//Cyber Security Interview Preparation {guide}



The interview process will be split into 3 separate rounds. Each round will focus on one of the following areas: CV/domain, technical or leadership. 1 hour will be dedicated to the CV/domain and leadership rounds and up to 90 minutes for the technical round.

We want to learn more about your previous work experience, your working style and how that can translate into this role at Tesco.

You might be asked to:

- Discuss what you've delivered and accomplished in previous roles
- Share why you want to work in the Security team and Tesco
- Talk about how you stay up to date with industry knowledge and the latest ways of working.

You may want to consider:

- What interested you about this role
- Discussing relevant technical project work and/or certifications you may have
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//Your [interview] with <Tesco>

CV/domain

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//Leadership

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