



FONTEM VENTURES

# APPLICATION HINTS AND TIPS



Our recruitment process is designed to find out if you have the skills, behaviors and passion we believe you'll need to shape our future. We want to make sure you're right for us – and that we're right for you too. There's lots to think about, so we've pulled together some key tips to make the process easier. To give your application the best chance of success, take a look at the following hints and tips:

## **How can I start my application?**

You will need to register your interest by submitting a short application. Please check that your contact number and email address are correct, as these are the only ways we can contact you and progress you through the recruitment process swiftly.

## **How can I prepare for the online assessment (Skyrise City)?**

This can be completed on your smartphone, tablet or desktop device. While this can be completed at any time or anywhere, we'd recommend you choose a quiet, distraction free-environment.

Our online assessment, Skyrise City, replaces logical, verbal and numerical assessments and does not require preparation or gaming experience. You'll be asked to collect as many points as possible in a series of mini games connected by a common theme of managing a futuristic multifunctional building.

Each level of the game differs in its mechanics and requirements, replicating one or more experimental tasks that have been empirically demonstrated to predict differences in behaviors important for success at work. On average, it takes between 25-40 minutes to complete and it's not timed.

Upon completion, you'll receive a tailored feedback report highlighting your personal strengths and development areas. These insights will help you shape your professional development in areas such as career planning.

## **How can I prepare for the Video Interview?**

The video interview can be completed on your smartphone, tablet or desktop device. While you can record and complete your interview anytime and anywhere, we'd recommend that you choose a quiet, distraction-free environment. Please ensure you have a stable Internet connection and a working web-cam/smartphone camera.

Our video interview looks to understand more about you, your background, achievements, reasons for wanting to join Fontem and career aspirations. It will include four short questions, with the final question testing local language capability if required.

## **What happens at our Assessment Centre?**

Our one-day Assessment Centre is designed to show you at your best, with three to four exercises developed to give us insight and showcase your potential. Are you able to work effectively with others, to lead and to adapt within our challenging industry? Above all, we look at how you will fit in to our way of working – do you understand and exemplify our values we find so important?

