



Get ready: Solita's interview guide

The insider's guide
to acing your interview
and becoming a Solitan.

SOLITA

Introduction

**Hi! So, you want to work at Solita?
Well, we're excited to meet you.
As you prepare to go into your first
interview, we thought we'd share some
information we think you'll find helpful.**

**In this guide, you'll find everything you
need to know about interviewing for
and working at Solita: from our culture
to the work we do, our interview
process, and our tips for making the
best impression possible.**

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Who we're looking for

What we do at Solita

Solita's work is organised into job family groups that describe what we do at a high level. Each group includes job families that bring together roles with a similar focus and skill set.



Consulting

Consulting is Solita's largest job family group. Consultants work directly with clients solving complex business and technology challenges and creating impact. While focus areas vary, consulting roles share a strong emphasis on delivering innovative solutions, collaboration, problem-solving, and applying expertise in real client environments.



Sales & accounts

Sales & accounts roles focus on building strong customer relationships and driving growth for Solita. Work in this area combines commercial thinking with delivering tailored solutions to meet client needs while achieving business objectives.



Business support

The business support job family group enable Solita to run smoothly and efficiently. People in these roles enable teams to focus on delivering value by providing the tools, resources, and processes needed to thrive.



Business & function management

This job family group includes leadership and management roles that drive strategic initiatives and shape the future of Solita. These roles are responsible for business performance and results, empowering individuals, fostering collaboration, and ensuring alignment of operations with company strategy.

Roles, competence and expectations

1 Clear roles, shared structure

Roles at Solita are built around the value you create, not just job titles. We use a shared job architecture to clarify role purpose, responsibilities, and expectations at different levels. This also supports pay equality by helping ensure that similar roles and levels are rewarded consistently

1 Competence is more than skills

At Solita, competence isn't only about technical expertise. As a consulting company, we care about how expertise is applied with customers, colleagues, and changing situations. Our competence framework helps us look at skills, collaboration, problem solving, and the ability to learn and grow.



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Culture and personality matter

During recruitment, we also focus on who you are as a person and how you work with others. We explore how you would contribute to Solita's culture and live our values: passion, easy-going, caring, courageous. This matters because we help our customers solve their toughest challenges. A happy and healthy workplace supports that.

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How this comes together in recruitment

In recruitment, role expectations, competence, and cultural fit come together in open, structured conversations. We don't look for perfection, but for a strong overall match: skills, mindset, and potential to grow with us.





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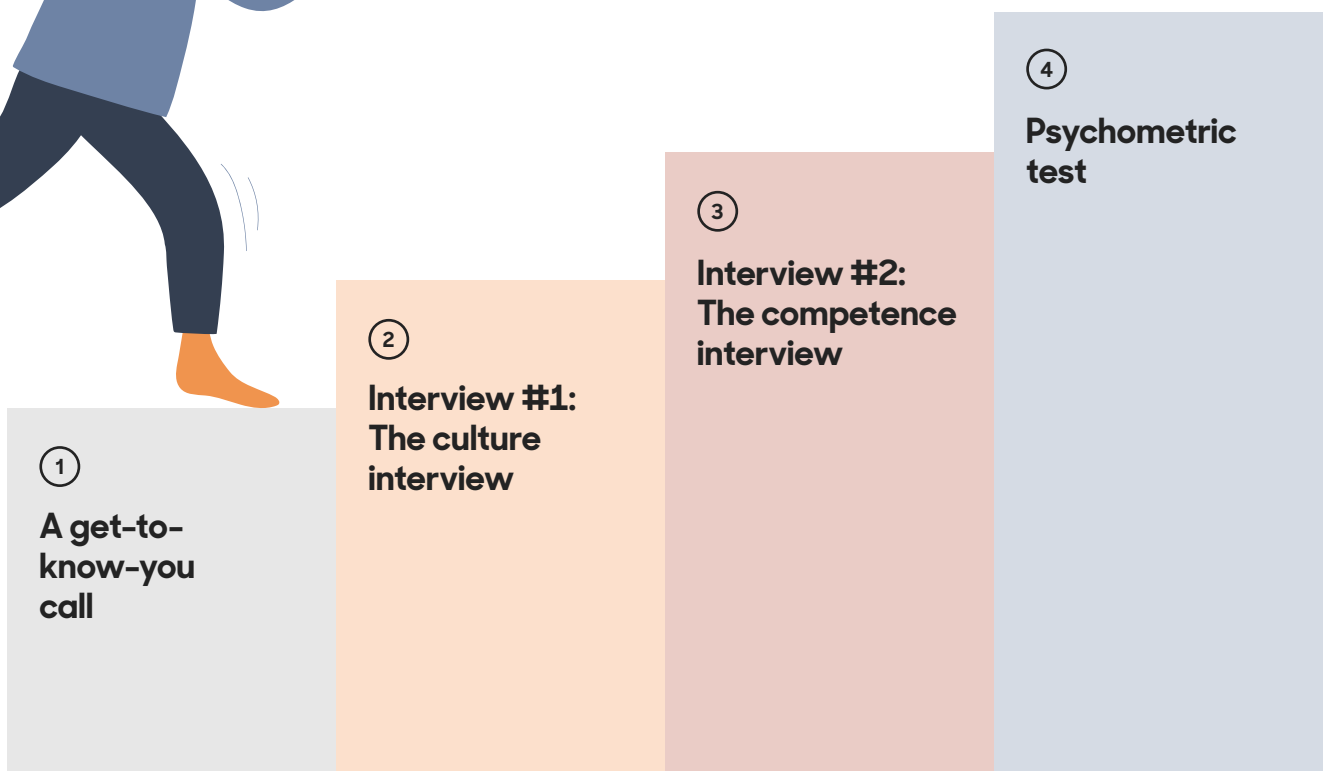
What to expect through the recruitment process



Our recruitment process is thoughtful and people centered. We take the time to genuinely get to know each other and reflect together on whether we are the right fit for one another, both professionally and personally

The interview stages

Every candidate will have a recruiter to support and lead them through the process, every step of the way. You will be guided at each stage by your contact and given next steps.



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A get-to-know-you call

For some candidates, we'll do a quick check-in call with you before your first interview. This is just to ask some basic questions about your experience, your current situation, and so on.

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Interview #1: The culture interview

This is an easy-going chat where we'll get to know you – and you get to know us! We'll want to explain more about our culture, map out a possible role for you, and tell you more about the company. This is also your chance to ask us any questions you have, before we explain what happens at each step in the recruitment process.

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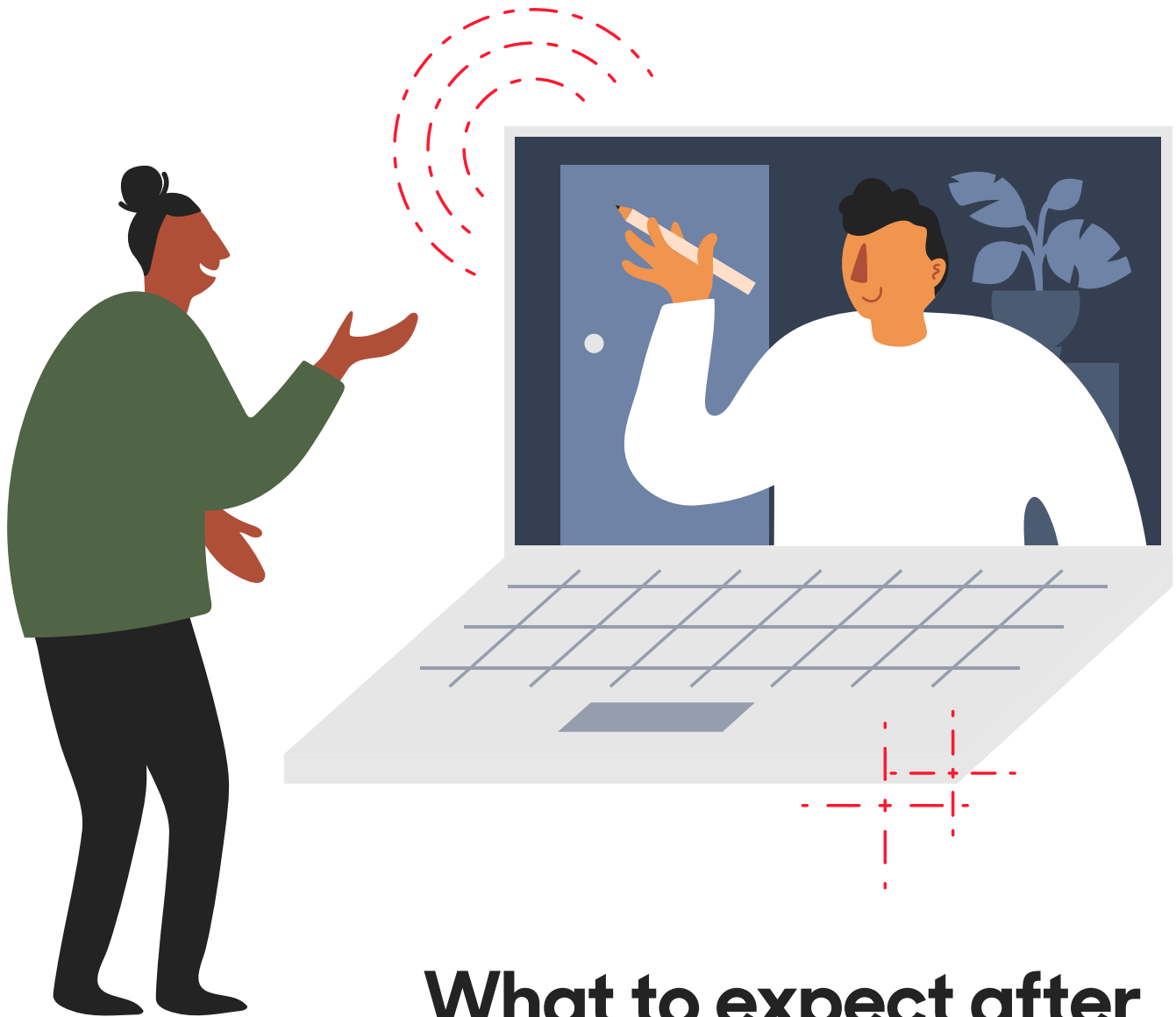
Interview #2: The competence interview

You'll now be invited to take part in a technical interview or test. You'll be prepped for this beforehand – and this may be an interview with your peers (where they ask you a series of technical questions) or a case assignment for you to do at home. Essentially, this stage is about us checking your skills fit and planning any support you may need at the start of your role.

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Psychometric test (Varies depending on role and team)

In many cases, the technical interview will be the last of the recruitment process – but sometimes we may ask you to take part in psychometric profiling. We do this in cases where the team needs a particular add, for example a role that includes leading others, or where we want to know more about a candidate's personality traits and behaviours.



What to expect after your interviews

After the interviews we'll be in touch with you, and we'll discuss the next steps: whether we'd like to make you an offer or if there are some reasons we're not able to proceed on either side. We love to get feedback to improve our processes, so please feel free to share your thoughts! We'll send you a request for feedback so sit tight and we'll be in touch.

Our top tips to help you ace your interview

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Bring your flair, not formality

Dress how you feel the most comfortable, whatever that may mean to you. There's no need to be anything else that you are, and that extends beyond a suit and tie - if you don't know something it's better to say it out loud rather than pretending. The interview isn't about getting our formula right, it's about working out where you can fit.

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Look back and look forward

We don't always have specific roles to interview for. We'd like you to reflect on your own know-how and experience, and think about what you'd like to do. Where do you want to develop your knowledge in the short- and long-term?



The interview will reflect this, so it's a good starting point for prep. Think through how you'd summarise your career so far, but also what it is that you would love to focus on in the future. Think about how to word your responses at the actual interview and remember to be concise. And don't worry, if we want to know more about a particular point, we'll ask.

We'd also love to know what made you apply to Solita to find out more about your aspirations and experience (checking out our website is always valuable!) – and to make sure that the interest is mutual.

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Curious questions are welcome

We want you to come with an open and curious mindset – this isn't about us grilling you. Ask us anything about Solita and we'll happily tell you more. We're particularly passionate about sharing our expectations for the Solita community and culture, but no matter the question, we're just pleased you're interested to know more.

We're also always open to feedback. At the end of the interview, or afterwards if that's more comfortable, you can tell us how your experience went and let us know your thoughts.

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Logistics are important

Most of our interviews are conducted remotely. For these, try to have a good internet connection and a working webcam, as it's always easier for the conversation. We're a camera-on kind of place, because we want to feel like we're all in the room together.

If you have an unexpected event preventing you from attending the meeting, let us know! It happens, but it's always better to tell us when something comes up.



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Why you should work with us



Our sustainable goals

For the past 10 years, we've seen double-digit growth and profitability while keeping employee satisfaction consistently high.

Growth is good, but our focus is on sustainability first. This means safeguarding our personnel's health, safety, and well-being – including both mental and physical aspects above all else.

But it also extends to doing business responsibly. For us, this means conducting our business ethically, for example by adhering to the [Ten Principles of the UN Global Compact](#). On the other hand, our role is essential also in helping our customers become more environmentally sustainable.

We're also carbon neutral ourselves:

- We have measured our greenhouse gas emissions for all scopes based on the Greenhouse Gas Protocol (GHG).
- We're committed to the science-based emissions reduction in line with a 1.5°C pathway.
- We have compensated for the emissions we are not able to avoid. All our emissions (scopes 1, 2 and 3) from 2022 have been compensated.

Our sustainability journey at Solita is just getting started. We'd love to tell you more about it and the work you'll be involved in. Get in touch using the contact info at the end of this document.



Our ways of working

When you're assigned to projects with our clients, [we often notice a strong bond forming between the teams](#). Sometimes you'll end up feeling like you've become their honorary employees and close partners.

It's this kind of direct and regular communication that helps us crack complex projects. And while we want you to fully embrace the project family, autonomy is a huge part of what you'll be doing, whether you're working as part of a larger team or on your own.

But don't worry - we won't simply chuck you in at the deep end and see if you sink or swim. At Solita, we operate as a network, not a hierarchy. We treat everyone as equals, whatever their title. That extends to our recruitment process too; when you meet us in interviews, come as the expert you are.

This is all how we make sure we're creating impact that lasts - along with getting on board with the following five pillars that guide our employee journey.

Five things that give our culture its power

Come as you are

At Solita, there's no 'one' type - so you may as well be yourself.

Whether you're an avid traveller, a parent, a rocker, a short-story writer, a party hound, a homebody, a free climber, a sauna enthusiast, a boardgamer, boulderer, or a champion ice swimmer... we want to meet that part of you.

But no matter how individual we are, we're united by shared values: being caring, courageous, passionate and easy-going.

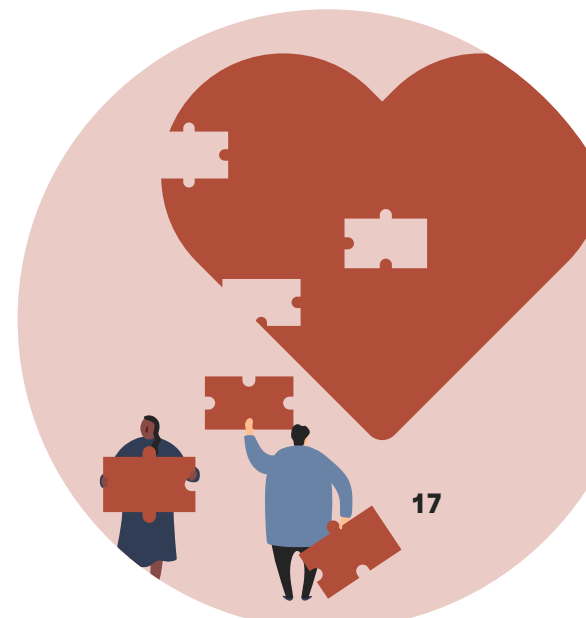
Our values are critical, and we work every day to make sure everyone feels included - actively breaking down barriers and silos to overcome biases and create equal opportunities and equitable pay.



You are cared for

It's not all about business outcomes—it's about respect, kindness, and enjoying our working lives together.

We know that work can get hard, so we keep our spirits high by getting to know each other— including all sorts of get-togethers, from team events to informal clubs and groups.



We're also here for you. If your life takes a turn or something unexpected happens, let's talk.

You are trusted

We're all grown-ups here. We don't need to micromanage, and we trust you to take on the challenges you're most excited about. If it gets tricky, we're here to guide and support you. You'll know what good looks like, and how you're doing.

You have flexibility in how and where you choose to work, knowing that you'll always act in the best interest of your client and your team. It's important that our teams are empowered to be autonomous and bold, and that we trust them to make the right choices.

You keep growing

We love the steep part of any learning curve. That's why we're committed to giving you the opportunities that will help you reach your full potential. Even when they feel daunting.

We'll work hard to help you build the career you want—with experiences in the specific industries, countries, technologies and disciplines you're most into.

We put a big emphasis on learning and development, with dedicated time and budget for well-structured learning opportunities, along with a vast network of experts to learn from – covering technical, design and leadership skills.

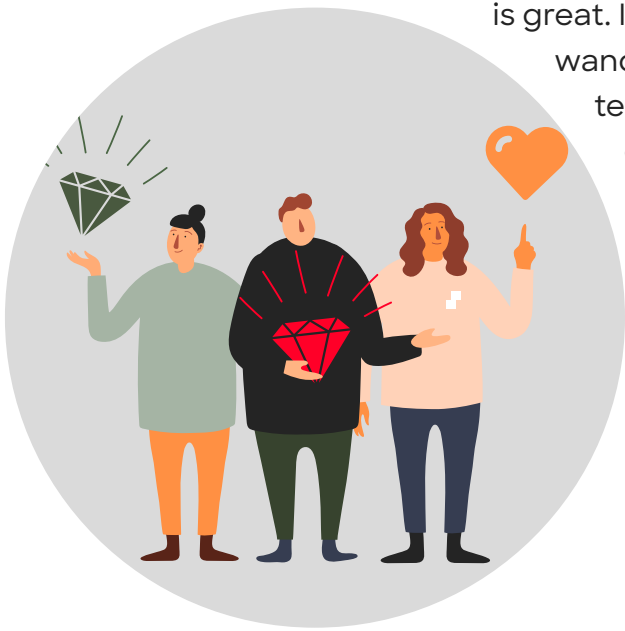


This work matters

We're in it for the impact. That means we're here to build things that make a real impact on businesses, governments and people's lives in a range of industries – from healthcare to transportation.

How do we achieve this? By building best-of-breed teams, carefully curated to solve our customers' challenges. We make decisions based on human insight, and don't rely on gimmicks. We're also open-minded but pragmatic when it comes to the right tech for the job.

Impact also means our integrity is non-negotiable. We don't take on silly projects even when the money is great. It saps our energy and makes great people wander off to other jobs. Life's too short. And we tell our clients the truth—even when it might cost us the project.





What our clients say:

We're very pleased with the results because we accomplished our goals. Every aspect of this project went very smoothly: recruiting, assigning ownership, establishing in-house processes and capabilities, selecting business cases, and showing the values.

➤ **OUTOKUMPU**

By sharing resources, knowledge and ideas, we can drive digital development much faster - and at considerably lower costs than if everyone works individually.

➤ **SMART ENERGI**

Our long-term partnership with Solita has provided continuity, efficiency, and security in changing markets. Understanding the customer's needs and having mutual trust are keys to success, as this partnership shows.

➤ **NOKIAN TYRES**

Solita's extensive experience in training senior leadership on AI and machine learning, combined with their experience in working with defence organisations, helped to shape the direction of NATO's AI Masterclass.

➤ **NATO**

We now have a system with building blocks that makes development much faster and allows you to plan progress much better.

➤ **PROXIMUS**

“While autonomy is encouraged, no one is left alone at Solita. We foster a strong culture of collaboration and support, where Project Leads and team members can seek assistance when needed. We have dedicated forums, regular meetings, and an administrative project management team to provide help and support.”

DELIVERY LEAD & PEOPLE LEAD

“Beyond individual skills, we understand the importance of teamwork. Our onboarding process emphasises collaboration and integration within teams. We facilitate introductions, encourage knowledge sharing, and foster an environment where new hires feel supported and valued. And not only for new hires: every new opportunity to be tackled also holds a planned induction period.”

OPERATIONS LEAD

“In any project, understanding the client’s needs, goals, and expectations is crucial to ensuring the best possible outcome. At the beginning of any project, our teams always strive to understand the impact their projects will have – both for the client and for any end users. It’s not just about skimming the surface; it’s about digging deep to unleash full impact.”

ANALYTICS CONSULTANT

“We trust the power of diverse perspectives in decision-making. By involving the entire team in the decision-making process, we tap into the collective wisdom and expertise of team members in different positions.”

DELIVERY LEAD & PEOPLE LEAD

“We believe in the power of continuous improvement. Staffing isn’t anything static; we need to be able to dynamically respond to needs. People move, projects move. We need to dance along.”

OPERATIONS LEAD

What Solitans are saying

Okay, enough from us. Let’s hear from Solitans about what they think it’s like to work here.

“Feedback is an essential component of empowering individuals. We go beyond generic praise and provide feedback that highlights the qualities that contributed to successful delivery. Equally important is identifying areas for improvement in ways of working, communication, and collaboration.”

DELIVERY LEAD & PEOPLE LEAD



Have any questions? We're here for you.

We hope you found this content useful, and that it helps to prepare you for the next step in your Solita journey. Still have some burning questions? Get in touch with your Solita contact or [reach us.](#)



We are Solita – a data, technology and design company employing more than 2000 experts across Europe.

We work with forerunner customers of their industries and offer consulting services for cutting edge AI-solutions, including generative AI, sustainable AI and Data and AI strategies. We make impact that lasts by working in cross-disciplinary teams and combining expertise from strategic consulting to service design, software development, analytics and data science, cloud and integration services.

SOLITA