CANDIDATE INTERVIEW GUIDE

MGT embraces the most complex challenges with deep commitment, agility, and local expertise to make a measurable and profound social impact. We are nationally respected leaders in management consulting and technology services who help professionals enhance, transform, and sustain a higher quality of life for citizens in our community.

The “WHY” of **MGT**

Mission

We **improve lives** by advancing and **lifting up** the communities we serve.

As an employee-owned company, we aim to create an environment characterized by meaningful work leading to meaningful individual and enterprise success.

On top of our innovative and dynamic career opportunities, **MGT offers employees:**

Competitive Compensation

- Flexible paid time off program
- 401(K) program with 5% company match
- Employee Equity program
- Employee incentive and bonus programs
- Paid Parental Leave (up to 16 weeks)
- Flexible Spending Accounts

Full Health Benefits

- Medical*
- Dental
- Vision
- Life insurance*
- Short and long-term disability*
- Accident, Cancer, and Hospital Indemnity plans

*** Options available at no-cost to you!**

A World Class Work Environment

- Flexible and Remote Work opportunities
- Company-wide commitment to Diversity, Equity, and Inclusion
- Nationally respected teams in management consulting and technology services
- Opportunities to make profound social impact through essential and innovative projects
- Professional development opportunities

Who we are.

We are dedicated to the Communities that our clients serve.

We are defined by the positive Impact that our work makes in the world.

We are Driven by People—our Employees, our Clients, and The Communities we impact.

What we do.

MGT is a nationally recognized leader in providing professional services to cities, counties, and education clients under our portfolio groups.

PORTFOLIO GROUPS

SOCIAL IMPACT SOLUTIONS

From student outcomes and performance, to strategies and operational effectiveness, our solutions have accelerated impact for students, residents, and the communities we serve.

TECHNOLOGY SOLUTIONS

We help IT and Cyber leaders navigate and manage cyber threats through a Cyber Security Office program that provides an “a la carte” menu for customization.

INFRASTRUCTURE PERFORMANCE

Our team excels at strategic human capital programs that help clients make data-driven decisions, anticipate workforce issues, and integrate technologies to recruit and retain the best and brightest resources

MGT’S Candidate Interview Process

MGT’s interview process efficiently evaluates candidate's skills and culture impact while providing a positive candidate experience.

Candidates go through an average of **3 interviews** at MGT.

Recruiter Screening	Recruiter reviews candidate resume, job requirements, and compensation expectations.
1st - 2nd Interviews	Interviewer assesses candidate technical knowledge and experience for the role.
Performance Task	Performance tasks are assigned by the hiring team to effectively evaluate candidate's skills based on the role.
Final Interview	Interviewer assesses candidate’s past experiences and gives candidate a chance to provide examples where they demonstrated certain behaviors, knowledge, skills, and abilities.

Number of interviews and order should be decided and agreed upon by the **hiring manager and recruiter** during the intake meeting.

How to prepare for Your interview

Check	Check your technology and log onto the Microsoft Teams Video meeting early to address any technical issues. (Please reach out to your recruiter if you have any questions)
Set	Set up your environment to be professional and distraction free.
Prepare	Be prepared to share examples of how your experience aligns with the job requirements for the position you are interviewing for.
Ask	Ask questions about the role, responsibilities, team and culture at MGT.
Visit	Visit our website and LinkedIn page to learn more about our company and stay connected.

After your interview

Once your interview(s) are complete, you will hear back from our Talent Acquisition team. If you have questions, please feel free to reach out to your Talent Acquisition Partner.

MGT Talent Acquisition Team

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MGT

Thank You

for interviewing
here at MGT!