

# HOW WE HIRE AT PUBMATIC

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Looking for a new role can be exhausting; therefore, we want to share with our candidates, entry-level to leadership roles, more details on how we hire and how to prepare for your interview process.

The way we hire it reflects our culture, during the entire process, we want you to understand better how it is to work here, to meet the people you are going to work with, and to make sure we are answering all your questions.

No matter if you are going to move to the next stages or not, we want you to have a great experience interviewing with us, and a fair hiring process.

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## FOCUS ON YOU

Take some time to reflect on your previous experiences, what have you learned in the last years, and what projects you have been involved in and that you enjoyed working on. It is so important to build a career that excites you, so before starting looking for a new role, take some time for you and to reflect on the following questions:

- What was the most fulfilling job you ever had? Why?
- What was the most successful team you made part of and why?

Now, look back on your career history so far, consider the most rewarding elements of your experience, and start building a picture of where you want to go next.

Why do you need to do this exercise? It helps you understand your skills, your experiences, your successes, and your failures. We hire based on skills, but most importantly, on your passion and what you want to do

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## JOB SEARCHING

Now that you have a clear picture of what type of role you want to apply for, check our [company page](#), and read more about our [Life at PubMatic](#). You can understand better the way we function, have a sense of our culture, and what role suits you best.

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## YOUR CV

It's easy to review your old CV and update it, we would suggest taking some time to create a CV for each type of role you want to apply. For each type of role, you should consider:

- Review the job description of the role you want to apply for and try to adapt your responsibilities to match the job description
- Include data, you can showcase your success, and focus on accomplishments
- For leadership roles, give more context about the size of the team you managed
- As a recent graduate, describe more the projects you have been involved
- Try to keep it short, a 2-3 page resume should be enough, add 3-4 responsibilities for the previous roles and focus on your current experience

Your CV should be descriptive, and suitable for the role you are applying for. Make sure you have added your contact details, LinkedIn account, your previous experience, educational background, training & certifications, and foreign languages.

Cover letters are not mandatory, please align this with your passion, as we would like to know you better. But if you feel like sharing one, give us more context on how you've been adding value to the previous companies you have been working in the past

## APPLY

Our application process is easy, just get on our careers page or LinkedIn and easily apply with your CV, adding your name, surname, and social profile.

You can reapply to our roles within 6 months, not getting a role can be a matter of timing, so feel free to reapply to our job openings.

## INTERVIEW PROCESS

You should receive feedback from our side in a maximum of 7 days from your application. So once a team believes you might be a good match for one of the jobs you have been applying for, you'll be contacted to start our hiring process.

As we hire for different roles, from technical roles, sales roles, and leadership roles, the hiring process can be different, but the main basics will apply.

1. An introductory chat with our Talent team to find out more about PubMatic's culture, teams and discuss potential roles with us. We also want to learn more about you, your experience, skills and abilities, and why you want to be a part of the PubMatic team.
2. Meet the team and understand the main requirements for the role, the team structure, and how the role can challenge you and help you to grow. Your peers will want to get know you and understand the value you can bring to PubMatic and how your experience can help us.
3. We want to see how you build relationships and work with clients so for go-to-market roles we ask you to conduct a short presentation — lead a sales pitch, present a QBR or talk us through your ideas and how you'd implement them at PubMatic, and of course ask final questions!

Overall, we want to assess our skills and understand if you and the role are a match, so we conduct interviews using these guiding lights:

- **Behavioural or competency-based interviews** are used to show how you would demonstrate certain behaviors/skills in the workplace. You will be asked to give an example of a situation or task that led you to take a certain course of action. We will ask you to relate on previous experiences to situations you're likely to encounter again in the new position.
- **Open-ended questions** to understand better your key motivators, your perspectives, and how you solve problems. We are interested to assess your communication skills, to see how your brain works, how you work in a team and what are your strengths. What makes you a unique candidate?

## DECISION AND OFFER

After your interviews are done, the team will meet to assess your application and discuss the overall feedback. There is an entire team that will evaluate your interview performance, so this can take a couple of days. If we decide that you are the best candidate for the role, the Recruiter will get in touch to share with you the feedback.

To move to the offer stage, you will need to provide a couple of information, and once approved, we will get back via email with the official offer which includes, compensation and benefits. Once you've accepted the offer and the contract is signed, our HR team will get in contact to start preparing your onboarding plan, where you will meet our teams and our C-level executives for a cup of coffee. We are incredibly lucky to have you on the team!

## FAQ

- **Is the recruitment process confidential?**

Yes, all our hiring processes are strictly confidential. We do ask at the latest stages of our hiring process to share some references, is your choice to choose the people you want to refer you, but until then, we will not get in contact with anyone without your approval, and your application will be treated with care and confidentiality.

- **How Long does the process typically take?**

The normal hiring process at PubMatic should take approximately 2-3 weeks. Some hiring processes will take longer, it depends on the seniority level we are looking for, how many stages will be, and of course on the time of the year – during the summer and winter holidays our processes last a bit longer due to the fact our interviewers are off for their holidays.

- **There are several roles that I am interested in, what should I do? / I am not sure whether my profile fits the vacancy being advertised. Should I still apply?**

We are glad to hear you would like to apply to more of our openings – please make sure to apply for the roles that are most suitable for your experience. Our advice would be to get in touch with our Recruiters to share your interest in specific roles, they can offer more details on our job openings to understand which role suits you best.

- **How is PubMatic doing since Covid 19 started?**

During the pandemic we managed to become a public company, our profit rates increased, and we have been hiring remotely for the last 2 years. For us, Covid had a positive impact on our business.

- **How the interviews will be conducted, remote or in the office?**

PubMatic is actively working to ensure candidate and employee safety. Currently, our interviews are conducted remotely, but there are some roles where we would like you to meet in person with the team at some point in our hiring process.

- **What should I prepare for my HR call?**

We are going to share with you some links about our culture, values, and life at PubMatic, feel free to review them and prepare some questions for our Talent team.

- **What is the work-from-home policy?**

PubMatic employees around the world have returned to our offices via a hybrid work schedule (3 days “in office” and 2 days “working remotely”) that is intended to maximize collaboration, innovation, and productivity among teams and across functions.

- **How much is going to take until I am going to receive feedback?**

We are trying to keep our candidates updated every week with feedback on their applications, in general, our SLA's are 7 days. In case the feedback is delayed, please make sure to get in contact, to receive more descriptive feedback on your application.

- **Are all applications and applicants for a position at PubMatic treated in the same way?**

Yes, all applications are being treated in the same way - PubMatic is proud to be an equal opportunity employer, we do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

- **What language should I use in my application for a job at PubMatic?**

As we are a global company, we would appreciate it if you could submit your CV in the English language.

- **Will I be notified if my application is unsuccessful? / I received rejection feedback, how can I find out more detailed feedback?**

Yes, of course, you should expect to receive feedback with the rejection reason – in case this is not as descriptive as you expected, get in touch with your Recruiter, to go together through the general feedback – we do hope this will help for your future interviews.