

Interview checklist

Do: Be Yourself

We've seen your resume... now we want to meet the person behind it. Prepare to tell us who you are and how you can contribute to our business.

I think one of the key things for an interview at Mars is to be yourself. We're a very open culture and because we're all sitting in the same office, if you try to be somebody you're not, you'll have difficulty getting on with your colleagues and integrating. So being yourself, for me, is key.

Don't: Just focus on the here and now

Let us know your ultimate career aspirations. We love to see our associates succeed. The future of our business depends on it!

Think out of the box. Don't think that you're limited to anything. Think that the world is yours. You have studied something, and that's a very good start. But think that the world is much bigger, that there are so many things that you can do additionally to that.

My advice to them is that if they want a job that they will be responsible and accountable for then Mars is the right place to be. But if they're status conscious, then Mars is not the company to join. Because at Mars everyone is equal, everybody is treated the same and everybody's got equal opportunities.

Do: Listen and participate

We pride ourselves on doing things a bit differently and want people who are ready to make a difference

When having my first interviews with Mars, I thought it was a great experience in meeting so many Mars people and we had a lot of open discussions. I think what is most important for you when having interviews at Mars, or at any other company, is that you really listen to the other people and you get a feeling of how they tick, how they behave, in order to have a feeling of what the company is all about.

Don't: Just focus on the job description

We believe your role is what you make it. We like initiative and want to bring out the best of your talents

One of the unique things about Mars is that even if you have a job description, it's always going to change. You're always going to be, on a regular basis, faced with new challenges, with new areas to look at and grow. So I first started as a local buyer, gradually got more and more responsibility on a regional level, then on a European level. And eventually even moved into a global role.

The job is always more than the job description. There's a real latitude for the person doing the job to shape it in the way that suits the business and also suits the personal preference of that person.

Do: Read our Five Principles

They guide everything we do as associates and as a business, so think about what they mean to you

The five principles to me are so important because they're really in line to my own value sets. They're a strong set of family values which are a set of values I'm proud to live my life by and the way that I want to do business.

What I really liked about my recruitment process was the way Mars talked about the five principles. I'd say a couple of things there. First of all, I just liked the idea that a company had some principles that it stood for. And when I saw what they were, they were common sense. Secondly, I liked the way they talked about the principles.

Don't: Be afraid to discuss your areas of development

We are committed to offering the very best opportunities for associates to grow and develop in their roles

If somebody asked me if Mars is a good company to work for, I would say, yes, definitely. But you have to be open. You shouldn't be afraid of responsibility, of trying new things. And sometimes maybe even stepping out of your comfort zone.

So at interview, what would my advice be? Well, a healthy self awareness about what you're passionate about, what you're good at, not good at, what you're not passionate about, are all useful things to share at interview. And I know that's easy to say and difficult to do but, genuinely, the recruitment process will really appreciate that candid and open self appraisal. It helps you establish whether Mars is the right company for you and helps Mars establish whether you're...

Do: Plan ahead

We want to know how you would approach your new role

If you want to prepare for an interview at Mars, I would recommend you understand why you want to apply at Mars. You need to make that clear why Mars is the right company for you to work for.

As a Frenchman who'd not been in the UK for that long, I didn't know the product and I hadn't done my research. It was an embarrassing moment. But if you do your research you'll be fine.

Don't: Be afraid to ask questions

The interview is an opportunity for you to learn about us too.

So if you're thinking of taking a job with Mars, what would my advice be? I think you'll get out as much, if not more, than you put in. Be yourself. Make sure you ask for help from people around you. People won't necessarily always come to your rescue if they don't know you need help. But I've never seen anyone who's been in trouble or lost for direction or needing support who, when they've made a request to a colleague or a manager or anyone in the business, have that refused. So my advice would be, just speak up.