



INSTRUCTIONS FOR APPLICANTS

Step 1

Surf on our website to find the job vacancy that best fits with your passions and goals. Once you have decided, please click on the job position button to read all the requirements and responsibilities.

Step 2

Prepare your applications materials:

- 1) CV
- 2) Motivation Letter

Remember that the CV should be one-page long and should include only relevant information with the job position. Feel free to write your motivation letter as you wish.

Based on the requirements of the role, we consider your:

- passion for the sector
- creativity at work
- hard working attitude
- communication and relationship skills
- desire to learn
- previous practical experience

Step 3

Once you have everything ready, click on the “Apply Now” button and complete the questionnaire. Also, you will be requested to answer some questions about your life experiences, skills and attitudes.

Step 4

Your CV, Motivation Letter and answers will be scored based on:

- 1) the requirements of the Job Vacancy
- 2) hard and soft skills
- 3) attention to detail
- 4) the respect of our corporate values

You will receive a communication via email usually **two weeks** after the deadline for Application in which you can find Round 1 result. If you did not pass Round 1, we'll



give a short feedback on the reason why of our decision and what you should improve in your application.

Step 5

Prepare yourself for the interview. Usually there are two people:

1. one is the responsible of the department in which you will work
2. the other is the operations director

The interview lasts 1.5 hour, and it is divided in two parts:

- 1) the first part is done online, lasts 45 minutes and general questions are asked to have a general idea of the candidate, it is sometimes required to do quick exercises to test the skills written in the CV;
- 2) the second part is in presence, lasts 45 minutes and focuses on the candidate's skills required by the job vacancy.

You will be asked different types of questions:

1. Credential verification questions
2. Experience verification questions
3. Opinion questions
4. Behavioral questions
5. Competency questions
6. Brainteaser questions
7. Case questions
8. Nonsense questions

The most important tip we can give you is: be yourself!

Step 6

You will receive a communication via email usually **two weeks** after the Interview in which you can find our final decision. If you did not pass, we'll give a short feedback on the reasons and what you should improve in your application.

We'll send you information about the final steps to complete the application procedure and the welcoming day.

If you have any problem during the application or you think that it could be improved, please send us an email to w.antonini@antoninnavi.com.

#WeAreCustomYachts