



INTERVIEW TIPS

By joining KCB, you will become part of a team of professionals who are passionate about what they do and practice at the highest level. Our goal is to grow our organization with individuals who share our vision and strive to achieve more.

What to expect in the interview

The interview is an opportunity for us to get to know you better and learn about your skills and experience in greater detail. We want to see how well you will fit in with the role, our team, our culture and the organization. It is also an opportunity for you to decide if KCB is the right place for you.

Our interview process includes speaking or meeting with Human Resources, Hiring Managers and possibly other members of the team. During the interview, we will ask you technical and behavioural questions to understand the depth of your knowledge and experience, and how you would respond to challenging situations. We may also request for samples of your work that showcase your writing skills and level of involvement on past projects. New graduates and students may be asked to provide transcripts.

Come prepared

When you come to KCB for an interview, be prepared to talk about your education and experience as it relates to the position and provide examples of how you've demonstrated your skills and knowledge. We want to learn about your accomplishments and how your career interests align with the role and with KCB's vision and values.

What we look for

Among our values of technical excellence, innovation and teamwork, we also look for individuals who demonstrate:

- Honesty, humility, and integrity
- Leadership, mentoring and support
- Strong relationship and communication skills to engage others
- Mutual respect, collaboration and sharing of knowledge
- Curiosity and an eagerness to learn
- Initiative, enthusiasm and drive

What we offer

KCB offers a comprehensive compensation and benefits package. We also support ongoing professional development through our internal and external learning programs.

For international or out-of-province candidates, KCB provides assistance with obtaining the proper work authorization, as well as relocation assistance based on your personal circumstances.