

FREQUENTLY ASKED QUESTIONS UFLP DIGITAL SELECTION

1. Who can apply to Unilever Future Leaders Programme (UFLP) ?

Requirements for UFLP are as below :

- Indonesian citizen (Warga Negara Indonesia)
- Strong Leadership Skill
- GPA \geq 3.00
- Open for:
 - ✓ University graduates (recent graduate / soon to graduate) - from all major
 - ✓ Professionals with maximum 2 years of experience

2. The application process for UFLP Digital Selection ?

The overall UFLP application process will take you through four stages :



How to apply?

To apply you have to go to www.unilever.co.id/careers/graduates/uflp → Click on 'Daftar Sekarang'.

Step by step guide on the application process :

https://www.unilever.co.id/id/Images/step-by-step-guide-on-uflp-digital-selection_tcm1310-463242_id.pdf

3. Quick Tips on The Application Process

- Only applicants that have passed online application forms will get email link to do the Online Games Assessment
- Only applicants who passed Online Games Assessment will receive further instruction to do Online Interview.

Tips for Online Digital Interview :

- Make sure you're somewhere quiet, where you won't be interrupted for the next half hour.
- Run the system checks so we're able to see and hear you clearly. Make sure you're happy with how you're appearing on screen.
- Have some paper, a pen and a calculator available in case you want to make some notes or run some figures before you record your response.
- We give our best performances when we're feeling comfortable, so please try to relax and be yourself.

4. Application Form

- **Can I save my application as draft?**
Yes! You can save your application as a draft and complete it later. If you would like to reopen your draft, you can go to your profile homepage and go to saved draft section and complete your application.
- **How long will it take to complete the application form?**
The application can be completed in 20 to 30 minutes. It is important to note that your application may be disconnected due to inactivity. Please elaborate but concise when giving your answer and finish everything within 1 hour.
- **I got blank page after I register and about to fill in the application form**
Check your browser's version (make sure that it's updated to the latest version), and don't forget to turn off 'Pop-Up Blocker' feature in your browser's settings.
- **I have applied, then what else should I do?**
Please wait your application confirmation email and another email inviting you to the Online Games Assessment.
- **I do not receive Online Games Assessment link right after I fill in the Application Form**
1. Please check your e-mail (inbox, spam box, or promotion tab in gmail) 2. Not all applicants will receive Online Games Assessment link if they do not pass the requirement on the online application form (auto – reject)
- **I have checked on my inbox/spam and promotion/social tab in Gmail but there's no invitation to Online Games Assessment?**
Please send direct message to our **Facebook Fanpage 'Unilever Careers'** or please send email to **UFLP.Indonesia@unilever.com** or and inform us your email, full name, and with subject "[UFLP Digital Selection Question]".



- **Am I able to apply in more than one function?**
No. Please choose the function that you really want that fits your passion.
- **I am from Major A, am I able to apply for function B?**
Our UFLP Programme is open for any Major. You can apply to any functions which does not fit your background.

5. Online Games Assessment

- **Do I have to choose English?**
No. You can choose either English or Bahasa as your language preference and the one you most comfortable with.
- **Do I have to check Dyslexic option?**
No, except If you diagnosed or suffer with dyslexic.
- **Do I have to play the games directly or can play the games later?**
The sooner better! You will be given 7 days max to complete the games, you can access your pending games in by login to <https://pymetrics.com> using ID and password that you have created before. If you don't take the game within 7 days your application will be considered as fail.
- **How long will it take to complete the games?**
The games will take the candidates 20-25 minutes to play through in total. There will be 12 games to play. You will be able to jump in and out of playing the games as required.
- **How are the results viewed by the recruiter?**
The recruiter will see a numerical fit score to Unilever for the candidate. All candidates at a certain number or higher (to be agreed upon) will be automatically passed through to the next round.
- **Are there still any tests in the application process?**
No. They have instead been replaced with the games to create an entirely new and disruptive process.
- **My Internet connection got cut off while I am doing the Online Games Assessment.**
Try logging in again. If problem persist – send direct message to our **Facebook Fanpage 'Unilever Careers'** or please send email **UFLP.Indonesia@unilever.com** or and inform us your email, full name, and with subject “[UFLP Digital Selection Question]”.

6. Online Digital Interview

- **What language will be used for the Interview?**

The main language used for the interview is Bahasa, so we need you to answer all the questions in Bahasa. But please noted that there will be contextual video that use English.

- **What are the questions like?**
The questions asked in interviews will be function specific and not general.

7. Internet Issues

- **The new process is very digitally orientated. What happens to candidates with poor internet connection?**
We recommend candidates to have a high speed connection or a strong signal for their Wi-Fi connection before starting the games and/or recording their video interviews. If candidates face difficulties or loss in connection during the selection process, the system will try to reconnect automatically and ensure that the game performance and video recordings are correctly processed into the system before proceeding to the next stage. We are also exploring the idea of having hotspots to do the interviews in areas with poor internet connection. Internet is only required at the start and end of the stages.
- **What are the minimum internet requirements?**
The minimum Internet connection speed is 150kB/sec for the video interviews, but it is best to have a high speed connection. The faster the connection, the quicker the recordings are completed. The games are available over any Internet connection (i.e. WiFi, 3G/4G).
- **What happens if the internet cuts out midway through the candidates playing the games or interview?**
If the internet connection is lost while playing the games, you will simply just log back in and continue where they left off. If they are doing the interview on a mobile device, they can actually download the interview and do it offline, and then upload it online upon completion.