



Your Nestlé interview, explained

This is your chance to show Nestlé how you work and the experience you'd bring to the role. You'll answer questions in a short text-based interview, which you can complete at your own pace on your phone or laptop.

1

Apply

Complete your application for the role, including a few short screening questions.

2

Receive your invite

If your application meets the role's requirements, you'll receive an invite by email.

3

Answer five questions

There's no time limit. Most people finish in under 20 minutes.

4

Get your feedback

Your personal feedback arrives by email after you finish.

How to prepare

Choose a good moment

Pick a time and place where you can focus without interruptions.

Use real examples

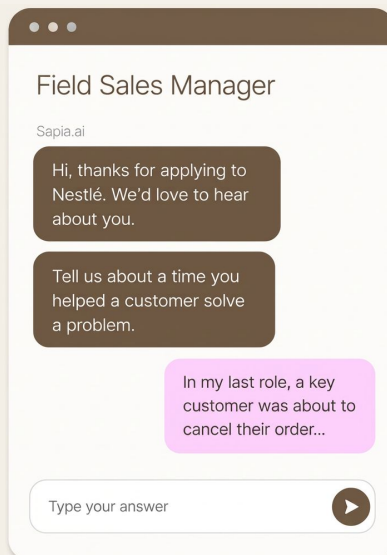
Draw on work, study, volunteering or everyday life. Explain what you did, how you did it and what happened.

Be yourself

There are no trick questions and no single right answer. Write in your own words.

Add a little detail

A few thoughtful sentences help us understand what you did.



Field Sales Manager

Sapia.ai

Hi, thanks for applying to Nestlé. We'd love to hear about you.

Tell us about a time you helped a customer solve a problem.

In my last role, a key customer was about to cancel their order...

Type your answer

How your answers are assessed

Everyone applying for the role answers the same questions. Each answer is assessed against the same criteria: the skills and experience that matter for the job.

You're assessed on what you write, not on your CV, your school or where you've worked.

People make the decision

Nestlé's recruitment team reviews the results. People, not AI, make every hiring decision.

Your personal feedback

You'll receive feedback by email, whatever the hiring outcome. Your feedback may highlight strengths from your answers and include a coaching tip, or offer general interview advice.

This feedback is private to you. The hiring team does not see it, and it is separate from your interview result.