



See your business differently™

Candidate FAQs

Our recruitment process

What does the recruitment process look like at Altis?

Our process is designed to be transparent, conversational, and values-driven. It typically starts with an initial chat with one of our Talent Acquisition team members to learn more about you and your motivations. From there, you'll meet a few of our leaders or consultants, depending on the role. Some positions may include a technical or case study task so we can better understand your approach to problem-solving.

How long does the recruitment process normally take?

Most processes take between 2–4 weeks, depending on role complexity and availability of interviewers. We aim to communicate clearly throughout so you always know where things stand.

Who will I meet during the hiring process?

At Altis, we believe it's important for you to meet the people you may soon be working alongside. Throughout the recruitment process, you'll have the opportunity to connect with a range of team members, including a potential colleague, your respective manager, a representative from our Talent Acquisition, People & Culture team, and where relevant a member of our Senior Leadership Team.

What is the best way to prepare for my interview?

The best place to start is our website, where you can learn more about who we are, what we stand for, and the kind of work we're passionate about. We recommend reading about our purpose and values *Be Curious, Own It, Lead with Heart, and Discover a Way*, and thinking about examples from your experience that align with them. Be ready to discuss your projects, problem-solving approach, and what excites you about working in data and analytics.

Where do the interviews take place?

Our recruitment process includes a combination of online interviews and in person meetings. We believe it's important for you to experience our workplace firsthand and gain a genuine sense of the culture and environment you'll be part of.

What do I wear for my interview?

While formal business attire is not required for interviews, we ask that you dress in business casual.

Will I receive feedback if I'm not successful?

We do our very best to provide constructive feedback after interviews as we understand this process is a two-way relationship and we value the time and effort candidates invest in the recruitment process. Following each stage of the interview process you will be notified on the outcome, and should you want further feedback or areas of improvement we will do our very best to provide you with additional clarity where applicable although cannot always be possible.

Applications & eligibility

Can I apply for more than one role at Altis?

Absolutely! If multiple roles align with your experience and interests, please apply for each separately. Our Talent team reviews all applications carefully and will reach out if there's a strong fit.

I applied but haven't heard back, what should I do?

We appreciate the time you take to apply for a role with Altis and take that same care when carefully reviewing every application which can at times extend our response time. If you haven't heard from us within a week please don't hesitate to contact our Talent team regarding your application.

Do you sponsor visas?

We welcome applications from candidates who already have full working rights in Australia or New Zealand. For certain specialist roles, we may consider sponsorship, depending on the situation.

What happens if I'm the successful candidate?

Congratulations! If you're the successful candidate, you'll first receive a verbal offer, pending reference and background checks. Once you accept, we'll send you a formal contract for review and signing. After it's signed, a member of our People & Culture team will be in touch to confirm your start date, arrange your laptop delivery, and provide all the details you need for a smooth onboarding experience.

Life at Altis

What's it like to work at Altis?

At Altis, our culture isn't an afterthought — it's at the heart of who we are. We're a high-performance, people-first organisation where everyone is trusted to own their work, supported by a collaborative team, and encouraged to keep learning. We take pride in celebrating achievements at every level, recognising that our success comes from the dedication and talent of our exceptional people. It's a culture where high standards and genuine care go hand in hand, allowing you to be yourself, grow your career, and make a real impact for our clients.

Do you offer flexible or hybrid working?

Yes! We've fully embraced hybrid working at Altis. Our teams balance working from home with "back to base" days in the office to stay connected, collaborate, and strengthen relationships. We typically come together either in the office or on client site between Tuesday and Thursday to foster teamwork, run key meetings, and maintain our strong culture. Outside of that, our people have the flexibility to work from home, our office or client site, wherever they can do their best work.

How does Altis support learning and development?

At Altis, we believe everyone is the architect of their own career and we're here to help you design it. You'll be supported through regular career alignment meetings, mentorship, and access to both in-house and external learning opportunities, all within a structured development program that keeps your growth on track.

After you apply

Will I receive feedback if I'm not successful?

We do our best to provide constructive feedback after interviews, as we value the time and effort candidates invest in the process. If your application is unsuccessful because it does not meet the outlined requirements in the job advert, you'll be notified via email. While early-stage feedback may not always be possible, we encourage you to stay in touch and reapply for future opportunities at Altis.

Can I reapply if I've been unsuccessful before?

Definitely! Many of our successful consultants were rehires or reapplicants who found the right fit later on. We encourage you to stay connected and revisit opportunities that align with your experience and career goals.

Future opportunities

I don't see a role that suits me right now, can I still get in touch?

Yes! We're always looking for talented people who share our values. You can send your resume to recruitment@altis.com.au or connect with our Talent team on LinkedIn to stay informed about upcoming opportunities.



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