

Welcome to your interview journey with Cambia!

We're excited to meet you and learn more about your unique perspective and experience. This guide is designed to help you prepare effectively and showcase your talents during your conversation. At Cambia, we believe interviews should be meaningful exchanges rather than one-sided evaluations, and we're looking for someone who shares our commitment to person-focused healthcare and innovative solutions. We appreciate the time you're investing in this process and look forward to a great conversation!

What to Expect:



Your recruiting team will be your main point of contact throughout the interview process, ready to assist with any questions or needs you may have.



Cambia conducts all virtual interviews through Microsoft Teams. We recommend testing your connection before your scheduled time to ensure a smooth experience. Instructions for how to access your Teams meeting have been attached to your invite.



Depending on the role, you may participate in multiple interview rounds (typically 1-3) with hiring managers, leaders, and potential business partners.

How You Can Prepare For Your Interview



Review the role: Understand the key responsibilities and qualifications in the job description to connect your experience effectively.



Prepare specific examples: Think of relevant accomplishments that demonstrate your skills and how they relate to this position.



Consider your contribution: Reflect on how your unique skills and perspective would help our team achieve its objectives.



Think healthcare: Consider what challenges people face when accessing healthcare or using insurance. Your insights matter even without industry background.



Research Cambia: Explore our mission, values, and recent initiatives to understand what drives us. We're eager to welcome individuals who bring fresh perspectives and add unique value to our purpose-driven culture.

During Your Interview

Provide clear, thoughtful responses backed by specific examples from your experience



Explain why this role and our organization interest you, and what makes you uniquely qualified



Showcase your problem-solving approach and how you navigate complex challenges



Be authentic and let your personality shine. We want to get to know the real you, not just your resume



Remember: Interviews are a two-way street. Come prepared with questions about our team and culture to help determine if Cambia aligns with your career aspirations. We're excited to learn about you, and equally want you to discover if we're the right next step in your professional journey.

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Cambia Values

