

Interview FAQs

Preparing for Your Interview

What is the dunnhumby interview process like?

Our interview process is designed to be open, inclusive, and reflective of our values. You can expect a structured experience focused on your impact, your approach to problem solving, and how you collaborate. Most processes include a screening call with a member of the talent acquisition team, followed by two to four stages depending on the level and nature of the role.

How should I prepare?

Spend some time understanding what we do and how we work: our products, our clients, our data science heritage, and our culture. Think through examples that best demonstrate your skills. Many candidates find the STAR method (Situation, Task, Action, Result) helpful for structuring clear, concise answers.

Will I get information about the people I'm meeting?

Yes. Your interview confirmation will include the interviewers' names, as well as other helpful information such as preparation advice.

Logistics



How long is a typical dunnhumby interview?

Most interviews last 30–60 minutes. If your process includes a case study, presentation, or technical deep dive, we may schedule a slightly longer session.



Are interviews virtual or in person?

We hold interviews virtually (over Microsoft Teams) and also in person at our offices.

If your interview is virtual, be sure to test your tech early, choose a quiet, comfortable space and join a few minutes before the start time.



What should I wear?

Smart casual is fine for both virtual and in person interviews.

During the Interview

Will I have the chance to ask questions?

Definitely. We want our interviews to feel like two way conversations. Your questions help you understand whether dunnhumby is the right environment for you.

Do you provide reasonable adjustments?

Yes. If you require any adjustments such as accessibility support—just let Talent Acquisition know. We will always make sure you have a fair and comfortable experience.

Will there be a case study or technical task?

Some roles include a practical exercise, coding task, portfolio review, or business case. If so, you'll receive everything you need in advance along with clear instructions and preparation time.

After the Interview

When will I get feedback?

We aim to get back to you as soon as possible. Your Talent Acquisition contact can advise on expected timelines.

What happens if I'm successful?

Your Talent Acquisition partner will call you to discuss the offer, answer your questions, and explain what to expect from onboarding at dunnhumby.

What happens in the run up to my start date?

Before you start, we'll ask you to complete a few simple pre-boarding steps to get everything ready. This usually includes:

- Providing right-to-work documents
- Sharing proof of identity and any role-specific paperwork
- Completing basic HR and system forms

We'll guide you through what's needed and let you know exactly when and how to share everything.

For more information, please see our full [AI Recruitment Guidelines](#).

How We Use AI in Recruitment

We use AI to make hiring fairer and more efficient, but people always make the final decisions. Your data is protected and never used for AI training unless fully anonymised or aggregated. We comply with all privacy laws and regularly review our processes to ensure fairness and transparency. If any decision is influenced by AI, you can request a human review.

dunnhumby

The science of serving every customer.
Together. At scale.

As the essential intelligence layer connecting the world's leading retailers and brands dunnhumby helps businesses grow through faster, better decision making.

Sitting at the intersection of loyalty, media, and category management, dunnhumby helps to navigate complex and competing priorities. Combining AI-enabled science, software, and trusted advice, together with over 35 years of dedicated retail experience, dunnhumby is recognised as a leader in connecting

General Questions

Can I apply for multiple roles at dunnhumby?

Yes. If your experience aligns with more than one opportunity, you're welcome to apply for each.

What if I need to reschedule my interview?

No problem—just let us know as soon as you can and we'll happily rearrange.

How will dunnhumby contact me?

Only ever through official channels — a verified dunnhumby email address or our recruitment partners. We will never ask for payment, or request personal financial information. If something feels off, trust that instinct and reach out to us directly.

How We Expect Candidates to Use AI

You're welcome to use AI tools to help prepare your application, such as checking grammar, structuring responses, or researching our company. However, all materials must reflect your own experience and voice. Please don't use AI to fabricate information or submit work that isn't genuinely yours.



Connect with us to start the conversation
dunnhumby.com