

Candidate FAQs











We want to help you best prepare for your application to Spirent, so we've taken the most common questions asked by our candidates and created this FAQ. Please review and let us know if you have any additional questions.

1. Who is Spirent and what do they do?

View our latest marketing video [HERE](#).

We are the **leading provider of automated test and assurance solutions for communication networks, cybersecurity, and positioning.**

Spirent's expertise
Spirent's innovative solutions are built on a foundation of deep technology expertise

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|  5G |  Open RAN |  Cloud + Virtualization |  High-Speed Ethernet |
|  IoT |  PNT |  SD-WAN |  Wi-Fi 6/6E |

We are **trusted by customers like Microsoft, AT&T, ZTE Corp, T-Mobile, and Juniper Networks** to help **advance their cutting-edge technologies**, assuring they **work seamlessly in the real world**. For example, we assure:

- GPS systems direct users to the correct destination
- Bluetooth-connected phone calls don't drop while you're driving
- Video transmission is uninterrupted when it's time to share highlights of the school musical
- Network traffic doesn't disrupt online posting while the world watches history unfolds on TV

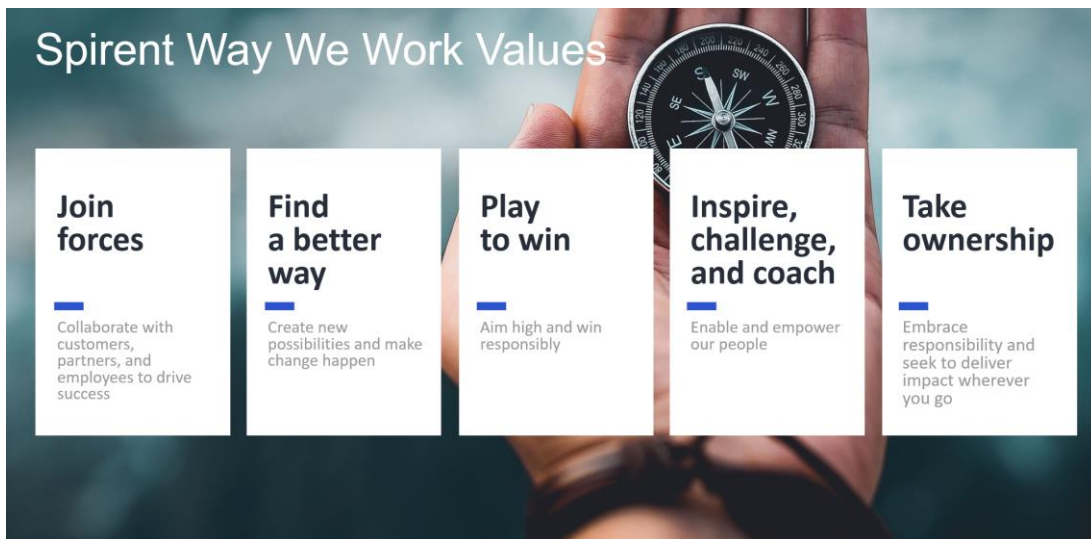
Our **expertise and innovation are recognized worldwide by industry bodies**, so when candidates join Spirent they'll **work alongside the world's top industry experts, on a range of the most complex communication network challenges** - such as cloud infrastructure, high-speed networks, positioning and navigation, cybersecurity, and wireless performance.

In summary, we are a **growing, global company with people and innovation at its core.**



2. What is the culture like at Spirent?

Our **core values underpin our culture.** They act as a declaration of **how our employees work together and deliver for each other and our customers, partners, and suppliers.**



In addition, we prioritize:

- **Building authentic relationships.** We work hard to get to know our employees. We concentrate on what matters most to them by fostering a culture of psychological safety, direct feedback, and continuous improvement.

- **Communication.** We ask questions and actively listen to our employees. We believe this is key to understanding motivations and individual strengths. We coach and support the professional growth of our employees and remove roadblocks to progress. We understand the critical role managers play in the overall employee experience and invest in leadership development for our current and future people managers.

3. How does Spirent recognize employee success (personal performance, objectives, etc.)?

We focus time, energy, and resources to provide a comprehensive and compelling set of compensation, incentive, and health & welfare benefit programs **to recognize and reward our employees** for their expertise and achievements.

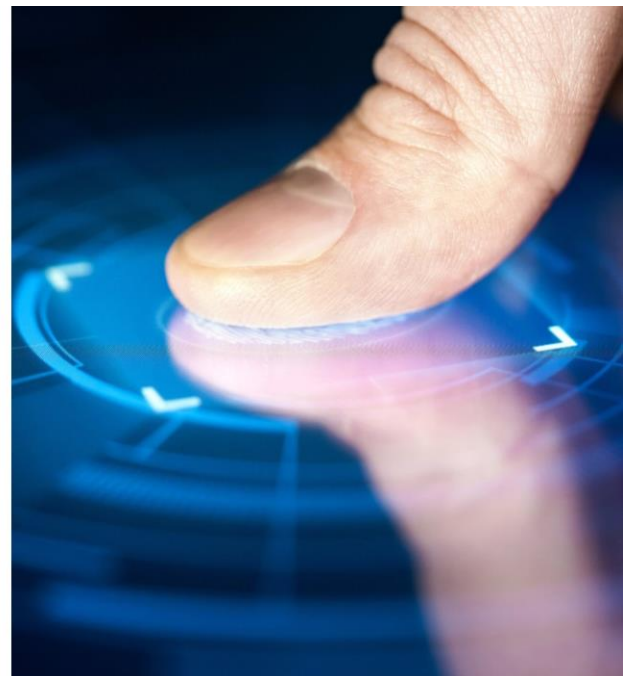
All employees **participate in either the Sales Commission pay plan or the Employee, Business Unit or Corporate Annual Bonus plan** – each of which targets different aspects of individual and company performance and rewards employees for their accomplishments. In addition, we also offer **spot recognition awards, excellence awards, and executive awards** as appropriate.

4. What opportunities exist for career progression/growth?

We have a continuous learning culture that ensures the ongoing success of our employees and business.

Spirent Unlocks Employee Potential

- Technology & Commercial Training
- Educational Assistance
- Structured Career Ladders
- Early Career Development Programs
- Coaching/Mentoring
- Networking Forums
- Professional Subscriptions
- Secondments & More



5. Does Spirent support flexible working?

Yes! We have a **suite of flexible working practices** to support employee wellbeing, reduce our carbon footprint, create office environments that encourage knowledge-

sharing, innovation, and collaboration, and attract and retain talent. There are a **variety of ways flexibility can be customized to work for both the department and the individual employee.**

As of February 2023, **50% of Spirent employees were flexible** (work at home and in the office), **37% were remote** (full time at home), and **13% were full-time onsite.**

6. How does Spirent encourage a work-life balance?

We offer a **generous paid time off allowance and a have a management culture** that enables, and respects paid time off time off, volunteer time off, family care leave, working hours/time zones, and opportunities to engage/participate with family members in company sponsored events.

7. What is Spirent's approach to Diversity & Inclusion?

We are **committed to creating diverse and inclusive workplaces** through **policies, practices, and partnerships that attract, retain, and develop talent that is truly representative of the communities in which our employees live and work.** This includes:

- D& I Awareness Training
- Early Career Programs
- Partnerships with Historically Black Colleges and Universities
- Enhanced Family Leave benefits
- Celebration of awareness days and culturally important holidays etc.
- An employee-led D&I Champions network to advance our culture of inclusion

We do not tolerate discrimination or offensive behavior of any kind. We embrace a culture where everyone is valued and openness, mutual respect, collaboration, and fairness are considered fundamental.

8. What is Spirent's approach to Corporate Social Responsibility / Environmental, Social & Corporate Governance / Sustainability?

We take our commitment to CSR / ESG / Sustainability seriously. Our most recent Sustainability Report set out the progress we've made towards our five key promises: **1)** Promise of a sustainable future, **2)** Net zero carbon, **3)** Promote diversity and invest in people, **4)** Operate responsibly, and **5)** Be accountable and transparent. Highlights of progress in 2021 include:

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|---|---|
| Promise of a sustainable future | |
|  | Supporting innovation to make air travel greener and safer We have joined the DARTeC consortium with Cranfield University and aviation sector, supporting research into digital technologies that will make air travel greener and safer. |
| Net zero carbon | |
|  | Reduced Scope 1 and 2 carbon emissions by 38 per cent since 2014 We reduced our Scope 1 and 2 carbon emissions by 6.5 per cent during the year, meaning we've reduce our emissions from 2014 by 38 per cent. |
| Promote diversity and invest in people | |
|  | Partnerships to take action on diversity We established new strategic partnerships to help us engage and recruit from a wider, more diverse talent pool. |
| Operate responsibly | |
|  | ISO 14001 certification at Holmdel site We achieved ISO 14001 environmental management system certification at our site in Holmdel, NJ. |
| Be accountable and transparent | |
|  | New Executive Director-led management committee for sustainability We established a new Executive Director-led management committee for sustainability. |

We do what's right for the planet, our people, and the communities in which our people live and work.

Our employees have paid time off to volunteer and support community initiatives. We also **match financial contributions to charities** or organizations of their choice. Spirent's Volunteer Time Off, Company Match, Local Charity Support, and STEM Ambassador programs demonstrate their **commitment to investing time and resources into projects that create lasting value in their communities.**

9. Can you tell me about Spirent's health and welfare benefits for employees?

See the attached Summary of Benefits Brochure.

10. What is the recruitment process for the role?

Typically, candidates will be asked to attend **two – three interviews** with the hiring manager and other key stakeholders. Interviews may be one to one or panel interviews and will be a mix of in person and virtual formats.