



# **Your guide to AXA Thailand Candidate Playbook**





# What makes you right for AXA

**Hello! Thank you for your interest to become a part of our AXA Thailand family member**

This Candidate Playbook is our handy guide to make your application journey as straightforward as possible.

As you consider the next steps in applying for a new role, here are a few questions to consider what makes you right for AXA. If you have most of the qualities on the below checklist, you might be the new hire we're seeking.

## **Are you customer-minded?**

You're an active listener, who asks for feedback and makes it a priority to create the best possible customer experiences.

## **Are you ready to take the lead?**

We don't necessarily expect you to jump into the captain's chair every time. But we do want you to take the initiative when there's a challenge needed to be solved.

## **Are you a team player and contributor?**

You thrive in a diverse environment where everyone values the unique contributions of others and have ONE AXA mindset. We do believe in winning as a team where individual can make a difference.

## **Are you agile?**

Our ever more inclusive work environments are conducive to faster, more collaborative and entrepreneurial ways of working

## **Are you committed to keep learning?**

We want you to reach your full potential, so we encourage you to continuously learn. Here at AXA, you take a lead to own your development and career growth.

## **Did you take a look at the AXA..... Purpose and Values?**

Purpose holds us together for the right direction while Values lead us to a smart choice and decision in our everyday operations –

- What do you think of them?
- Do they resonate with you?





# Our Employer Promise

AXA purpose “**Act for human progress by protecting what matter**” leads our people solutions. We look at essential dimensions of our employees’ life, playing active role to offer moment that matters to encourage focus, flexibility, care for well-being and inclusive culture of our family members.

**Smart Life@AXA** is a promise to our people. We support an environment to **grow your potential, shape the way you work, thrive within a diverse community** and **move the world forward** – to realize your potential to drive progress.



## Shape the way you work

Shape the way you work best in an organization that trusts you to drive forward ideas you believe in and to choose how and where you want to work.



## Grow your potential

Push your boundaries in an environment that offers stimulating challenges and continuous growth opportunities, to build the career you want and realize your full potential.



## Thrive within a diverse community

Thrive within a vibrant organization that cares about its people and makes inclusion and wellbeing a priority. Supported by a diverse community of individuals, you are able to do and feel your best.



## Move the world forward

Do meaningful work as part of a world-leading insurance organization that gives millions of customers, and the societies they live in, the protection to progress with confidence.







# Shape the way you work

Flexibility working is a big part of AXA way of life. So, make it something you believe in, with a work style that suits you, your teamwork and business operation.



## Offer bonding to me and my family

“I appreciate flexible working hour and location. Flexibility allows me to balance work-life and family-life. Work from home policy of 2 days a week gives me the benefits to be surrounded by green nature and my cats. Most importantly, I cover my 3-hours travelling time a day to bond with my kids, straightaway after work. A perfect fit for me.”



## Flexi anywhere

“It’s all about paying attention. Attention is vitality. AXA provides technology that I can perform remote work ie work from home or from co-working space. Technology effectively connects me with my team in response to customers’ needs 24/7. Flexibility is the incentive that I like.”



## Office holds us together

“I love remote work and I also love our office as it is like an anchor that we can stay together, celebrate to win as a team together. It is the place that, to me, we inspire each other for all good results.”



# Grow your potential

We know that our people are capable. That's why we make sure we provide the right environment, learning tools and encouragement to seize every opportunity and rise to every challenge. We see your potential. We partner for your career development. You own it!



## Open to new challenges

“Having can-do attitude is my way of doing a great work. With this motto, I take a step toward excellence by looking for new challenges at all times. The result could turn out to be successful or less desirable. Along the way, I discover a teaching moment to unfold my potential that develops my inner resources, personality and courage. Here at AXA, there are countless challenges I welcome as a part of learning to help me become a better version.”

## Adventure is the best way to learn

“Having a chance to experience different challenges, languages, and cultures during years overseas not only helps sharpening my technical skills but also boosting my personal growth. A memorable journey, I must say. As a leading global insurance company, international exposure is possible at AXA.”

## Opportunity is all I seize

“AXA makes me see value in myself. I started my career as Claim File Administrator and have grown into a senior manager level. All of this is possible because I grab all opportunities that AXA has knocked at my door. Being in a leading position makes my family proud of myself. I will continuously develop myself and, of course, be part of crafting future success of AXA.”

## I am the yield of my learning

“I empower myself to take the lead of continuous learning. AXA provides world class flexible learning platform that I can choose to learn at my choice, anywhere, any time. In addition, support on Actuary Professional qualification and international exposure are what you can find at AXA.”



WHAT MAKES YOU RIGHT FOR AXA

OUR EMPLOYER PROMISE

YOUR JOINING JOURNEY

INTERVIEW LIKE A PRO



Happy moment : Together is fun



Be your whole selves here



Women in a leadership position



# Thrive within a diverse community

Ability rather than disability



This is about inclusion for progress. AXA promotes inclusion and diversity by crafting environment where all employees are treated with dignity and respect and where individual differences are valued.





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### Comprehensive medical Program

- Dental program
- Medical Insurance
- Major medical offering to cover critical illness
- Telemedicine
- Mental health program

- Flu vaccination
- Physical checkup
- Health digital service

### Care for parents

(inc same sex couples, single parents, adopting parents)

- Primary Parent Leave: **112 days full pay**
- Co-parent Leave: **20 workdays full pay**

### Long term saving

- **100% VESTED** at 3<sup>rd</sup> year
- Flexi investment at your own choice



# Thrive within a diverse community

Our employees' well-being and equal opportunity are our priority. Care Protection Programs are crafted for AXA family members to live and progress at peace of mind.



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### Contribution to Social Inequalities & Inclusion

- Career building for autistic children
- Funding and creating smiles to intellectual disable children



### Coral planting to conserve under-water ecosystem



### Check dam building to prevent soil erosion and retain water for remote villages



### Afforestation



# Move the world forward

We do meaningful work as part of a world-leading insurance organization that gives millions of customers, and the societies they live in, the protection to progress with confidence.





# Your Joining Journey

Digital journey : Flexibility that we have prepared for you

## Get in touch

Explore our job opportunities via all digital channel available and submit your profile to [recruitment@axa.co.th](mailto:recruitment@axa.co.th).

1



2



## Digital screening

Once your profiles are selected, our team will arrange digital discussion.

Anywhere and any time you want.  
Save your time for travel.

3



## Interview

Time to meet face to face for final interview. In person meeting will be good for you to see a bit of our working atmosphere and get to know your related future colleagues in person.

4



## Digital assessment (if any)

You can complete an online assessment at any time, from anywhere you are.

5



## Job Offer

We will call to congratulate you followed by online confirmation.

6



## Welcome to AXA

On your first day, we have prepared lovely welcoming session for you together with the first 90 days digital onboarding experience to help you to know about AXA. Your supervisor is ready to guide you through work process and team. Fast and comprehensive. Anywhere. Anytime.



# Interview like a pro

It is easily the most challenging part of the AXA application process. But you can navigate it with confidence. Here are our tips for getting the most out of your interview. Every interview is different, so it is important you've got the basics covered. Give yourself a head start against the competition with these tips.

## Preparing for digital interview

It is just like a video call. Do it in the same way that you prepare yourself for regular interview.

We do not expect you to dress up for digital interview but we do want you to feel comfortable and come across at your best self.

You can do the video call anywhere that suits you. Just make sure that you are at the place that you are comfortable and is quiet so that you can focus.

## Be prepared

Research the position and the interviewer. Find out as much as you can about the role you are applying for – we will want to know why you want to work with us and how much you know about the position you will be undertaking.

If you have any uncertainty about the role, have questions ready on aspects that you need further clarity on.

## Body language

First impressions count and body language is the key : maintain eye contact, give your interviewer a firm handshake and smile. Remember : think about what's appropriate to wear based on the position you're applying for. When practicing for your interview, you can use a mirror. Mirror helps you make sure you will appear confident and maintain eye contact.

Know your CV inside out and back to front.

Confirm what type of interview you will be attending : is it one-to-one or a panel of interviewers? Will you have any tests to complete on the day?

If you are well researched in all areas, you will be more confident, and after all, confidence is key to success.





# Interview like a pro

## Prepare your unique selling point

Why should you get the job over someone else? A good way to prepare for this is to think of the three P's: performance, .. potential, perseverance.

Before your interview, understand the major skills you can bring to the role so you can sell yourself with confidence.

## Ask questions

Think about things that would be useful to know but are difficult to know from the outside. Why the position has become available, what the team culture is like and what training is offered are all good examples of questions that show you want to know more about the company and grow in your role.

## Demonstrate with examples

When you are answering questions, give examples of occasions where you can demonstrate the strengths you say you possess. It makes your claim more credible if you can give specific instances when you managed someone well or dealt with a tricky situation. It is also good to demonstrate the results and impact you have had, and to have facts and figures to back these up.

Relax and have some fun.  
Good luck.

## Practice, practice, practice

Think about your interview..... beforehand and make sure you have some time to think about everything above. That way, you will be prepared and confident that you can answer and deal with everything that they throw at you. For digital interview, you can also rehearse by video recording to help you feel more comfortable.





## Know You Can

Belief in yourself.

AXA is an encouraging partner to help you  
progress your career with us.