

Mercedes Benz Recruitment Process

Mercedes-Benz is a German company and a name that hardly needs elaborate introductions. The brand slogan is "The Best or Nothing" and it surely embodies the spirit in all its operations, products, and even while building its workforce. Working at Mercedes is a dream for many, though getting a job with this luxury automotive company is not easy. But don't worry, we are here to help you out. In this article, we will discuss the Mercedes Benz recruitment process in proper detail.

It is important to understand the process for all those who wish for a job at Mercedes, so you can ace it like a pro. We have also included a few tips to help you prepare for the Mercedes-Benz interview and assessments.

Mercedes Benz: Job Roles

Mercedes Benz recruits qualified and skilled individuals for a variety of roles for two entities- the Mercedes-Benz India and its 'think-tank' the Mercedes-Benz Research and Development India (MBRDI) Center. It runs Graduate internship and engineering traineeship programs. Countless candidates apply for the graduate engineer trainee (GET) profile every year. Other engineering profiles include software development engineer (SDE), automotive service technician, automotive technician/automotive mechanic, automobile engineering, engineer/lead engineer for functions, etc.

The Mercedes Benz recruitment process discussed in this article is the standard process. However, there may be minor changes depending on if you have applied for a graduate role, an internship position, Mercedes-Benz apprenticeships, or some other job profile.

Mercedes Benz Recruitment Process: Eligibility Criteria

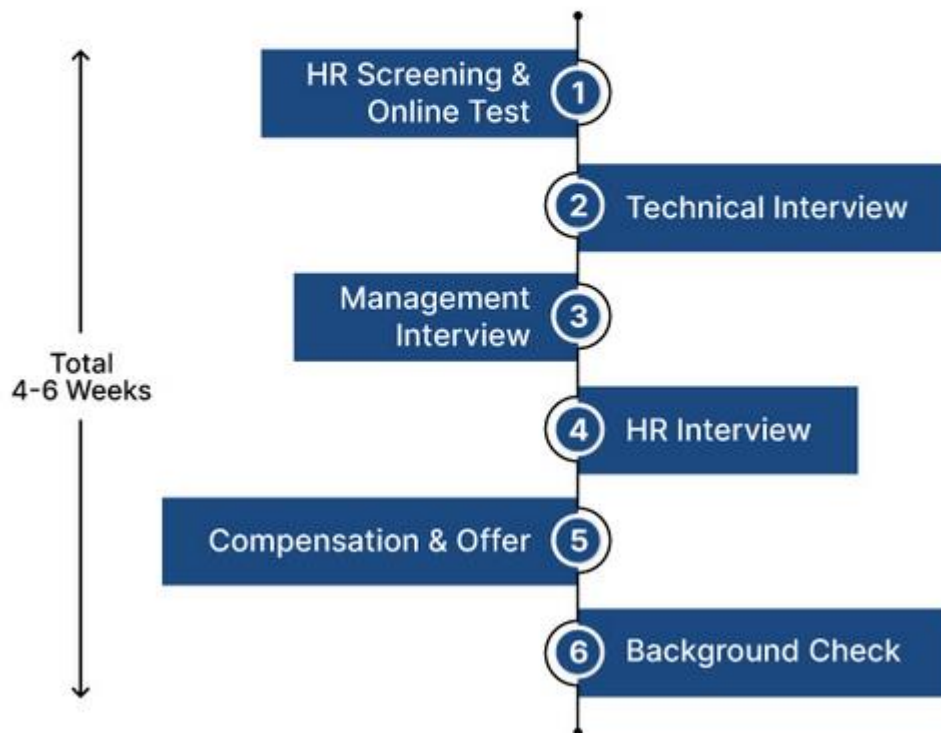
The eligibility criteria that you must meet to be a part of the Mercedes Benz recruitment process are as follows:

- A CGPA of 7.25 or above in graduation/ post-graduate degree (B.Tech, B.Sc., BCA, M.Tech, M.Sc., MCA) in CSE, ECE, or EEE.
- No backlogs at the time of application.
- A minimum aggregate of 65% in both 10th and 12th or an equivalent diploma.

Note that depending on the job profile/ segment, there may be a requirement for some sort of experience in engineering fields (prior job experience). It is important to read the description and requirements before applying for Mercedes-Benz graduate careers and internships.



Recruitment Process & Timeline for Engineering Roles



How To Apply For the Mercedes Benz Recruitment Process

If you dream to work at Mercedes-Benz and want to know how to apply for a job there, then here are four primary ways you must know about:

- Visit the Mercedes-Benz careers page to apply online
- Mercedes-Benz Off-Campus Recruitment Drive
- Mercedes-Benz Campus Placement Drive
- Hiring challenges- MBDRI conducts cloud hiring opportunities to assess and hire the top talent in the nation. Further information can be found on the link provided above.

As mentioned before, Mercedes runs a solid internship program, which can be your first stepping stone to building a career at Mercedes. And for many, it starts with applying online or through campus placements for freshers. Note that the application process is extremely comprehensive and is followed by an elaborate Mercedes Benz recruitment process, so be prepared.

Mercedes Benz Recruitment Process: Details

The whole Mercedes Benz recruitment process is split into 4 primary rounds with the last stage being a compensation offer and background check. In this section, we will look at the 4 primary ones in detail. So let's get started!

Rounds Overview for Engineering Roles



HR Screening & Online Test

The HR screens the resume they receive within 4 weeks of posting a job opening. Selected candidates are supposed to appear for a 60-minute online test which has 3 parts:

- **Aptitude section (MCQs)**
- **Technical section (2 basic coding questions)**
- **English section**

Technical Interview

The duration for this round is 30-35 minutes and it includes technical questions on topics like OOPs properties, data systems and algorithms, communication systems, etc.





Management Interview

The manager/ senior manager ask questions related to the candidate's CV, past experiences, aspirations, business acumen, leadership skills, etc. to get to know them better and see how they handle pressure.

The duration is 25-40 minutes.

HR Interview

The duration of this round is 20-25 minutes. It includes behavioural and company specific question with the intent to assess the candidates personality traits and culture-fit.



Round 1: HR Screening & Online Test

The regular Mercedes-Benz hiring process begins with candidate screening after you have submitted your resume for any job profile. If HR finds your resume to be suitable for the said profile, you will be moved to the Mercedes-Benz assessment tests. These are online tests with a duration of approx 60 mins. There are 3 sections-

- Mercedes Benz online aptitude test section (it includes MCQs further split into two parts- Mercedes-Benz verbal reasoning test and Mercedes-Benz numerical reasoning test)
- Technical section (consists of 2 basic coding questions)
- English section (MCQs)

Once you clear the screening and the Mercedes-Benz online assessment with a needed score, you will move along the Mercedes Benz recruitment process to round 2.

Round 2: Technical Interview

The second stage is the start of the interview process with a technical interview whose duration is between 30-35 minutes. The interview will include general introduction questions and technical questions of varied difficulty levels. The topics covered in this round include (but are not limited to) OOPs properties, communication systems, data systems and algorithms, OS, and other technical topics depending on the respective job profile.

Round 3: Management Interview

After clearing the technical interview, the next step in the Mercedes Benz recruitment process is the managerial interview round. The duration is 25-40 minutes and candidates will interact with managers, senior managers, etc. The intent is to ascertain the candidate's aspirations, business acumen, and leadership skills, get to know them better and see how they handle pressure. They will also ask you questions based on your CV and will discuss previous projects, experiences, etc.

Round 4: HR Interview

This is the last stage of the Mercedes Benz recruitment process before the final offer is issued. The duration of this round is 20-25 minutes. The interviewer will ask behavioral interview questions to ascertain your personality and behavioral traits. The intent is also to assess how well the candidate aligns with the Mercedes-Benz core competencies.

After all the rounds are done, the final stage of the Mercedes Benz recruitment process is the offer rollout. A candidate can negotiate the offer and reach an agreement with the Mercedes-Benz recruiters if the initial offer is not as per expectations.

Mercedes Benz Recruitment Process: Salary Expectations

Mercedes-Benz and MBRDI Information Technology (IT) vertical build comprehensive software to enable global business functions for Daimler across sectors. Engineers are hence an integral part of the global Mercedes-Benz AG ecosystem. This translates into the pay packages and benefits offered to these professionals. Mentioned ahead are the expected salaries for some engineering profiles.



Salary for Engineering Roles



Graduate Engineer Trainee (GET)	INR 7 - 12 LPA (approx.)
Software Developer Engineer (SDE)	INR 6 - 23 LPA (approx.)
Mechanical Engineer	INR 8 - 20 LPA (approx.)

Other benefits include medical insurance plans, contribution to the employee retirement plan, transportation facility, job/ skills training, etc.

Skills To Highlight In Mercedes Benz Recruitment Process

Here are some relevant skills that all those applying for the Mercedes Benz recruitment process must possess. Having these skills might not be a definite prerequisite for all profiles, but will definitely be an added plus.

- Good programming and problem-solving skills
- Team player, leadership skills, and other soft skills.
- Experience in Java, Scrum, Agile, etc. profile specific tools.
- Negotiation skills and numerical skills
- Proficiency in German language and good communication skills
- Analytical skills and attention to detail

Tips to Crack Mercedes Benz Recruitment Process

Here are a few tips to help you pass through the Mercedes Benz recruitment process with flying colors:

- You will most likely be asked to select your favorite subjects in the course of the recruitment process. It is important to select your favorite subjects carefully since you will be quizzed on them.
- Mercedes-Benz assessment center- The company provides all candidates with access to the assessment center. The portal has a collection of Mercedes-Benz practice tools and exercises to help users refine core skills and learn more about the automotive service company. There are sample verbal tests, Mercedes-Benz interview practice questions, role-play exercises, etc.
- Mercedes-Benz Assessment Centre exercises are also a good way to interact with members of the Mercedes-Benz family and build a network. Also, you will have to take the actual tests under severe time constraints, hence practicing beforehand will help you improve your performance in real-time.
- One of the best ways to tackle behavioral-based Mercedes-Benz interview questions is to follow the STAR method (Situation, Task, Action, Result).

About Mercedes Benz India

The Mercedes-Benz Group AG (formerly Daimler-Benz) is a German multinational automobile company with its headquarters in Stuttgart, Baden-Württemberg, Germany. It was originally established in 1926 (as Daimler-Benz) and in 2007 Daimler AG was founded.

The group entered the Indian automotive industry in 1994 with its wholly-owned subsidiary Mercedes-Benz India Pvt Ltd. Its headquarters are in Chakan, Pune, Maharashtra, India. In 2002 Daimler was rebranded as Mercedes-Benz AG. Also in 1996, Mercedes-Benz established its largest R&D center outside of Germany in Bangalore. The Mercedes-Benz Research & Development India (MBRDI) center currently employs 5600 engineers and IT specialists. The Mercedes-Benz recruitment process discussed above highlights the pathway to becoming a part of the team at MBRDI and Mercedes-Benz India.