



Your Candidate Guide

About us, our process and tips
and tricks - everything you need
to know as a ResMed candidate.



About

ResMed



Shaping the future of healthcare

With origins in Australia, ResMed is a global leader in respiratory care and sleep technology. A single breath can change a life and every day we're improving lives for millions of people worldwide.

Our vision for the next 30 years and beyond

At ResMed, change is in the air. We're building on 30 years of innovation, achievement and growth to set out our future plans and ambitions.

At the heart of our ambition is a data and technology-driven digital health strategy that has the potential to revolutionize global health care with truly connected and holistic health solutions. By 2025, it's our vision to have improved the lives of 250 million people in out-of-hospital healthcare.

Our team is working with the shared purpose of empowering people to live healthier and higher quality lives in the comfort of their own home. We're using our tech, our smarts and data to transform patient care and deliver superior outcomes, experiences and efficiencies. To become the world's leading connected health company, we need the right team in place. And that's where you come in.

Visit our careers site

People Foundation

Who we are

we are
all leaders

we own ResMed's purpose;
we lead and inspire teams,
business and industry

we are
team players

we always put ResMed first
and collaborate as teams to
drive results

we are
innovative

we solve big problems, are
agile, always curious, think
critically and drive change

we are
customer-centric

we seek to understand our
customers and create world
leading solutions

we are
inclusive

we respect diversity of
people, thought and freely
express our ideas

High-performing, diverse, entrepreneurial
people are key to our growth

One DHT Behaviours

How we act

Deliver Value

- Continuously deliver incremental value to our customers
- Fixated on improving outcomes
- Apply the appropriate resources, system design, scalability, and performance to maximize value
- Relentlessly focus on our customers' needs and success

Build Trust

- Definitive accountability and delivery on commitment
- Open conversations, not afraid to address the elephant in the room without judgement
- Decisions are communicated and shared effectively
- Build trust with everyone around you

Be Courageous

- Questioning the status quo for the better
- Talk and learn from others/other teams/other organizations
- Find opportunities to improve, create an inspiration for change
- Hypothesis testing, learn from smart failures

Succeed Together

- Keep other regions & teams in mind, prioritize for face to face
- Respecting and accounting for regional culture differences
- Build a brand, and a bridge
- Curiosity and transparency with departmental goals/ focuses/ challenges

Own The Outcome

- Take full ownership of problems & solutions and take accountability for outcomes good and bad
- Get things done, understand constraints and trade offs and expect to encounter new obstacles & unknowns
- Walk the talk, no excuses

- Regularly monitor real world data and customer feedback to optimize value
- understand the needs of the solution and apply appropriate level of:
 - resources
 - system design
 - scalability
 - performance etc to maximize value
- we see things through and get them done

- Support each other and be accountable for all situations
- Failure and mistakes are celebrated and never punished
- We connect together with curiosity and empathy, looking to understand and support our teams
- We build trust deliberately and assume the positive

- We start with a blank canvas to get out of the comfort zone of our current ideas and to think freely
- We have the courage to unlearn and listen to our own new ideas, and support the new ideas of other
- We do things because they are right, not because they are familiar, and inspire others to come on the journey

- We see the work we do as a group and in this work we are all connected
- We take each other's needs into account to succeed in meeting the customer needs
- We build bridges across physical and nonphysical barriers to create a community
- We celebrate our differences and use them to succeed

- As a team we take full ownership of problems & solutions and take accountability for outcomes good and bad
- No task is beneath us. We do not let things slip through the cracks
- As a team we focus on the tasks/actions that deliver the greatest impact or value. Obstacles are opportunities not barriers

People Foundation

How we act



we start from **best practice**

we innovate with internal
and external know-how
- we never reinvent the
wheel



we are **always learning**

we develop self and
others with feedback;
we learn from our
successes and failures



we **experiment courageously**

we challenge status-quo;
think as entrepreneurs to
take risks and discover
new sources of value



we are **laser-focused**

we prioritize goals;
drive business
excellence and stop
everything that doesn't
create value



we are **decisive**

we make decisions swiftly
and are accountable for
outcomes; we trust our
teams' decisions and
support them

Our Values bring us together and
make us stronger

ResMed Brand Values

At ResMed we achieve amazing things when we live our brand values. We are:

- **Committed**

Laser focused on our goals to improve lives.

- **Expert**

Proud to be leaders in our market.

- **Pioneering**

We push intellectual curiosity and breaking new ground, driven by a shared passion for helping patients.

- **Collaborative**

We work closely with experts and value teamwork.

- **Innovative**

Passionate employees, big ideas and better products will deliver the future of healthcare.

- **Personal**

We find opportunities to break down barriers.



Why people choose to work with us

To become the world's leading connected health company we need people who share our passion and vision – the innovators, mavericks and pioneers who have what it takes to shape the future with us. People just like you.

The future of healthcare needs people who dream, think and act. And there's no one type. We need diversity of thought and experience and that's the culture we cultivate and value. At ResMed, you will not only be part of an amazing team, you will be free to be the person you are.

We've recently worked with people across our organisation to define the qualities and values that make us who we are. Here are the four key pillars that define the commitment we make to every employee:

Pillar 01

I will *shape the future.*

Pillar 02

I will *do amazing things.*

Pillar 03

I will *feel valued and rewarded.*

Pillar 04

I will *be free to be me.*

About *ResMed*

I will
shape the future.

At ResMed, every Team Member has the capacity to make a real difference for themselves, our patients, the company and the broader healthcare sector.

- **I will shape the future of healthcare**
Working at the intersection of health, technology and data, you have the ability to transform the future of healthcare.
- **I will change people's lives**
You will be supported to do something meaningful and improve the health and wellbeing of people all around the world.
- **I will be part of something bigger**
Everyone in every role can make a valuable contribution to ResMed's success. We value and cultivate a work environment and culture where every employee is empowered to do something meaningful.

pillar 01



I will *do amazing things.*

To support our commitment and your passion for shaping the future, we've also put in the effort to ensure the way we work is amazing too.

This pillar is all about how we do things differently so you can too.

- **I will have the freedom to operate**
Free up your thinking. Start your own engine. We strive to give you the autonomy and responsibility to make decisions and act upon them.
- **I will imagine, create and innovate**
Work in a place where innovation and imagination aren't just something we aspire to – they are an integral part of the way we work every single day.
- **I will be part of an inspiring global team**
You'll have opportunities to work with supportive, committed and diverse teams across multiple functions and countries.
- **I will do interesting things every day**
Work should never be boring – we want to keep you engaged and inspired with varied, challenging and innovative projects.

pillar 02



I will *feel valued and rewarded.*

What inspires you to get up and go to work every day?

At ResMed we understand that there's a whole range of factors that motivate you and guide your career. We work hard to deliver holistic benefits packages that are designed around what's important to you.

- **I will be more than my job**
If we wanted robots we'd get robots. We want to provide you with a workplace that values and promotes a true work-life balance. We're constantly evolving our approach to providing flexibility and ways of working to suit every ResMedian.
- **I will grow personally and professionally**
ResMed works to cultivate a supportive workplace culture that provides opportunity for every ResMedian to thrive and supports their career advancement.
- **I will be well rewarded**
Competitive salaries are just part of the story. Understanding what's important to you now and in thinking ahead to your future, we work to provide every employee with a great package of benefits and rewards.
- **I will be part of an amazing growth story**
ResMed is a truly global company experiencing significant growth. You'll have the opportunity to contribute to this ongoing growth, be part of our success and share in the rewards.

Pillar 03



I will *be free to be me.*

If you want just a job, we may not be the place for you, because we believe we are more than just a workplace. Wherever we operate in the world, we work to provide a culture of support, inclusion and opportunity and an environment that will bring out the best in every employee.

- **I will experience the true power of diversity**

You're welcome in a place that seeks and respects diversity and appreciates the value this brings to ResMed.

- **I will be respected**

Our business is built on care and respect – for our people, patients, partners and beyond.

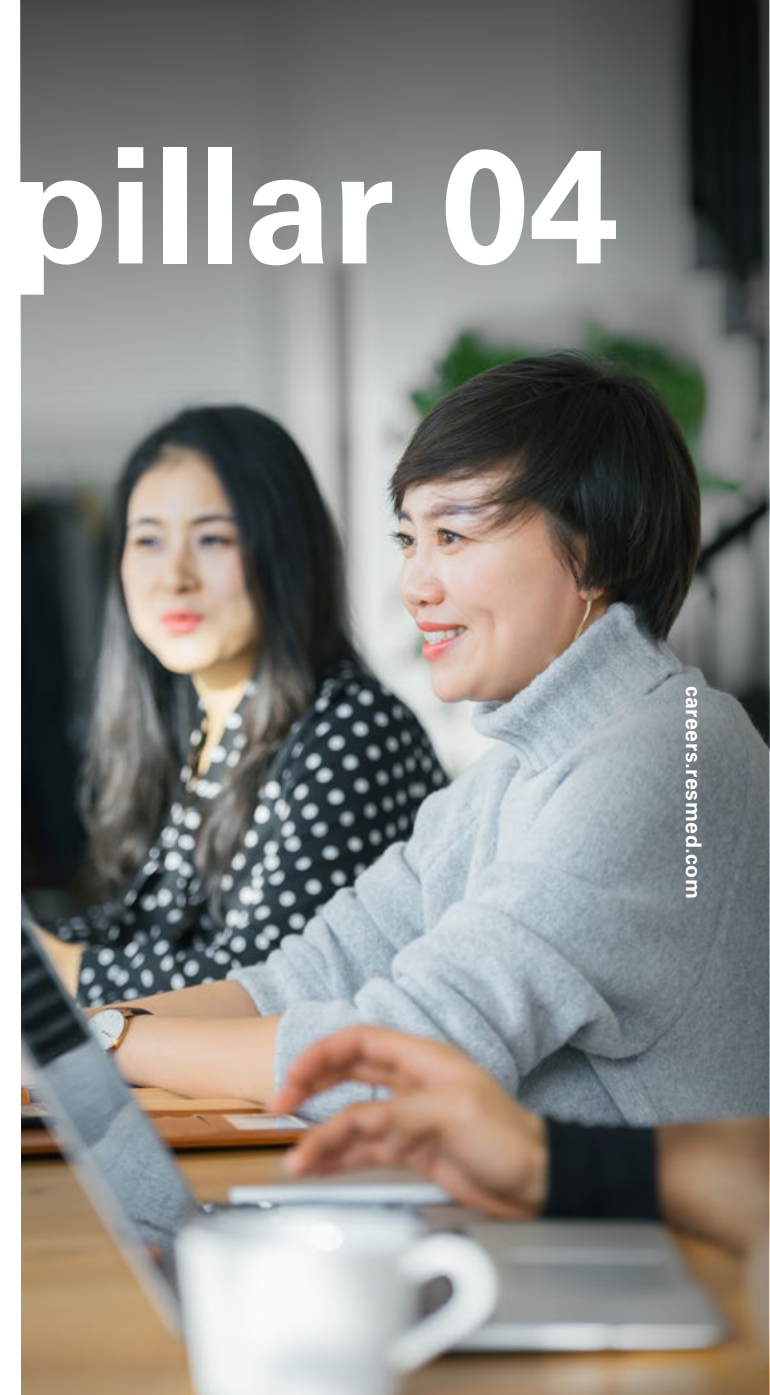
- **I will belong**

There's no place like home... and we want to provide a real sense of belonging beyond your typical workplace.

- **I will be heard**

Work with us in a place where people listen and are heard. We value an environment where you have not just the opportunity, but the responsibility to speak your mind and help drive the change.

pillar 04



Our Process



Application ▶ Screening ▶ Interview ▶ Selection ▶ Offer ▶ Onboard



Interviewing with ResMed – what happens next?

Excited? We are too. If you're reading this, it means you've already caught our attention.

Each and every CV or resume that we receive is carefully reviewed by a ResMed Talent Acquisition partner. Not everyone proceeds to the next phase of interviewing, so congratulations. Keep reading to find out what to expect in the days and weeks ahead.

Phone screening: Getting to know you better

Phone screening provides the opportunity for your TA Partner or Hiring Manager to get to know a little more about you and for you to get a better understanding of the role and our company.

Generally, phone screening takes between 30 and 45 minutes. A few key questions help us to get a sense of who you are and how you're likely to fit into the role at ResMed.

The Talent Acquisition Partner responsible for reviewing your application will be in touch to organise a phone call and will provide key details.





Putting your best face forward – the HireVue video interview

At ResMed we use an on-demand video assessment tool called HireVue to gain a more in-depth preview of your experience, personality and skills.

When you're invited to a HireVue session, you'll be provided with log in details and invited to answer a number of questions (no more than 5 or 6 normally) that have been prepared especially for the role you're interested in.

When you are invited to complete a HireVue video interview, you will receive a link taking you directly to

the interview portal. The interview is On-Demand allowing you the flexibility to complete it when you have time during your busy schedule.

Questions are always at the level of the foundational skills required for the position you applied to. Our teams are excited to get to know you, so take this as an opportunity to be yourself, show your creativity, innovation, and technical strength.

If you need some advice on how to handle your video interview, read our video interview guide for all our tips and tricks.

Video Interview Guide

Face-to-face interviews

And we're off! Congratulations on making it through to our first round of face-to-face interviews. Be assured that our Talent Acquisition teams have worked hard to ensure that the interview process will be as stress-free and enjoyable as possible.

This interview may be the first of several rounds of interviewing ahead, but at ResMed we take care to generally have no more than three.

In your first interview, which will be via video or possibly face to face in our office, you can expect that we'll be looking to cover off the essentials such as work history, your experience and skills, your motivation and passions and your work style. Most interviews incorporate a mixture of behavioural and technical questions to explore how your responses align with our values, purpose and behaviours.

For some later stage interviews, we sometimes create work sample tests. These are based on the premise that the best predictor of future behaviour is observed under similar situations. These tests require you to perform tasks that are similar to those that are performed on the job. They can have many different forms, but usually include some analysis, the creation of a short presentation and then the opportunity to share your views/ work with a panel for discussion. We like these tests as they give you a real opportunity to show what you can do, your style and engage in real two way dialogue with some of our ResMed team. We will provide you with all the details once you get to this stage.



Work sample tests: Show us how you think on your feet

When you've advanced to a later-stage interview, we introduce a work sample test. These tests ask you to perform tasks that are similar to what would be expected in the role. This part of the process is based on the premise that the best predictor of future behaviour or performance can be observed by creating similar situations.



Tests can vary, but are likely to include some analysis of a task or proposition, preparation of a short presentation and the opportunity to share and discuss your views with the review panel. We like these tests as we think they provide a meaningful way for you to show us your thinking, your abilities and your karaoke skills.

We'll provide all the details ahead of time if you're proceeding to a work sample test. And fear not... we're kidding about the karaoke.



Background checks

You should be aware that we undertake background checks on every candidate.

The extent and nature of checks will vary according to your role and your location but may include:

- 🕒 work verification
- 🕒 work rights
- 🕒 education and achievements
- 🕒 personal and business references
- 🕒 criminal history

After your interview



Didn't hurt a bit, did it? So what happens next?

At ResMed we always aim to make the process as quick and smooth as possible. We will usually come back with a decision or next steps within a couple of weeks at most. Where possible, we'll be back in touch sooner.

In the meantime, if you have any additional information or thoughts you'd like to share with us or additional questions about the role, please contact your recruiter.

Your interview details

Site Address

Details of interview

Time

Dress Code

Need to know

Together we will.



Thank you
and good luck!

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Together we will.

