



Candidate Questionnaire

Please print this questionnaire and select only one answer to each question.

Please answer truthfully.

1/ How would you describe your interest in beer?

- A. I am passionate about beer.
- B. I am interested in beer, and also wine and spirits.
- C. I enjoy a beer or two when I am having a night out.
- D. I don't know very much about beer.

2/ If you were working for Grand Brewing Luxembourg, what would be your highest priority?

- A. Make sure I do my job the best I can every day.
- B. Make sure Grand Brewing Luxembourg's customers are 100% satisfied at all times.
- C. Do my best to help Grand Brewing Luxembourg grow and be successful.
- D. Make sure I learn as much as I can about beer and the beer business so I can make a valuable contribution to the company.

3/ How would you feel if we introduced changes to your daily work?

- A. It would be okay but I wouldn't like it to happen too often.
- B. It would be good because I prefer not to get stuck doing the same thing all the time.
- C. I would rather learn one set of tasks and do them properly all the time.
- D. There must be a good reason for it, and I can adapt, so I would have no problem with it.



4/ Do you have any criminal convictions?

- A. Yes
- B. No

5/ Which of the following do you think is most important?

- A. Teamwork
- B. Initiative
- C. Reliability
- D. Respect

6/ Imagine you are very busy with something at work, when you are suddenly asked to help with another task which is not really your job. What is your reaction?

- A. Say yes, and try to get both my job and the new task done as soon as possible.
- B. Say yes, and try to get some help with my own job later.
- C. Ask if I can finish what I'm working on before starting to help with the other task.
- D. Say that I won't be able to help because I am too busy with my own work.

7/ Are you licenced to drive a 7.5 tonne truck in the European Union?

- A. Yes
- B. No



8/ You get home on Friday evening after a long and very busy week at work, and your friends have arranged a surprise party for you. What is your reaction?

- A. It's great! This will be a lot of fun, what a lovely surprise!
- B. I will enjoy the party and have a good time because my friends have obviously gone to a lot of trouble and they care about me, but to be honest, I was looking forward to a quiet and relaxing evening!

9/ While you are at work, you realise the company procedure manual you are following includes a step which you think is not very useful and might even be harmful to the overall objective. What do you do?

- A. Follow the procedure except for the part which is wrong because it's obvious what should be done, and make sure to mention it at the next team meeting.
- B. Follow the procedure manual exactly as it is written, even though it could be better, and make sure to mention it at the next team meeting.
- C. Stop whatever it is you are doing and discuss it with your team leader as soon as you can.

10/ What sort of work would you feel most comfortable with?

- A. Finding new customers
- B. Helping existing customers achieve their goals
- C. Working on mechanical, engineering, brewing, and/or IT projects
- D. Improving Grand Brewing Luxembourg's supply chain, processes, and administration



11/ Would people who know you describe you as a perfectionist?

- A. Yes, and it's true: I am a perfectionist and I'm proud of it.
- B. Perhaps, because I like to do things the right way as much as possible.
- C. Probably not, but I am not careless: I like to do things properly.
- D. No, because I like to get things done and it's important not to get too detailed.

12/ Which of the following statements describes you best?

- A. I prefer to work on one thing at a time so that the project is done thoroughly
- B. I prefer to multi-task so that there is progress on a lot of different things at the same time

13/ Could you lift a 30-kilogram beer keg to waist height and carry it 10 metres?

- A. Yes
- B. Probably
- C. Probably not
- D. No chance!

14/ Imagine you have booked a summer holiday to a beach resort for a week. When do you start packing your bags?

- A. A few days before I leave: I like to be well organised, and you never know what might happen so it's best to start preparing with plenty of time to spare.
- B. The night before I leave: it's only a holiday for a week, so packing my bags is not a priority. If I forget anything I can buy it when I get there.



15/ A small customer places a regular order each month, but also regularly calls to complain that the beer "tastes bad". The customer has called once again with the same complaint.

Regardless of company policy, what do you think is the best thing to do?

- A. Apologise and promise to replace the beer in the next 24 hours.
- B. Apologise and promise to have your manager call as soon as possible
- C. Apologise and suggest we check the storage facilities at his/her bar
- D. Say that nobody else has any problems with the beer and suggest they find a new supplier

16/ Which of the following is beer's worst enemy?

- A. Oxidation.
- B. Fermentation.
- C. Carbon Dioxide.
- D. Sodium Bicarbonate.

17/ Grand Brewing Luxembourg owns and operates Europe's first mobile canning service. Some of our customers are three or four hours' drive away from Luxembourg, so you might be required to stay overnight on a regular basis. How do you feel about that?

- A. No problem.
- B. I could do that sometimes but not on a regular basis.
- C. I would prefer not to, but I could do it in an emergency.
- D. I would not be able to stay overnight.



18/ What do the letters I.B.U. stand for?

- A. International Bulk Unit.
- B. Intermediate Bulk Unit.
- C. International Bitterness Unit.
- D. Intermediate Bitterness Unit.

19/ Which American beer company has been using aluminium cans for its beers since 2002?

- A. Sierra Nevada
- B. Samuel Adams
- C. New Belgium
- D. Oskar Blues

20/ Which of the following beer styles would usually be brewed with top fermenting yeast?

- A. Munich Dunkel
- B. Czech Pilsner
- C. Berliner Weisse
- D. California Common

Please draw a picture from memory of the Eiffel Tower using a pencil and include it when you return this questionnaire. Please sign and date this questionnaire, write your name clearly, and include your CV when you send it to us at jobs@grandbrewing.lu

Thank you! We will respond to you within seven days of receiving your email.