

# HIRING PROCESS

## START HERE

- Start by searching for jobs that match your skills, qualifications, and interests. You can search as a visitor, set up an account, or sign into your existing account.
- Once you find a position(s) you are interested in, review the qualifications in detail and make sure you meet all required qualifications.
- Click the Submit button at the bottom of the job description to submit your interest in the position, which includes providing your resume.
- You will have to create an account to complete this step.

## INTERVIEW

- If your skills and experience match those of the position you applied for, a Talent Acquisition Professional may reach out to you for additional screening. This could lead to further interviews conducted via phone, in-person, and/or video.
- Please note that identifying the right candidate for the role can be a time-consuming process. We appreciate your patience and understanding.

## NEXT STEPS

- After being selected for a position, you will receive a phone call from our Talent Acquisition Professional with a verbal offer, which is an exciting moment! Following this conversation, you will receive a written offer letter.
- After accepting the offer letter, you will be required to undergo pre-employment screenings and verifications, including drug and background checks. Once you pass these screenings, your start date will be confirmed, and you will officially become a valued member of our Zenith American Solutions family!

