

# Interviewing with KIND: What to Expect Along the Way

Our goal throughout the course of recruitment is that applicants experience a user-friendly application process that includes being informed along the way; and most importantly, connecting talented individuals, passionate about our mission, to career opportunities within KIND.



## Submit Application

After submitting your application with KIND via our career website, your information will be shared with our talent team through our applicant tracking system.



## Initial Screening

If your application appears to align with any of our openings, one of our Talent Acquisition Specialist will be in touch to schedule an initial screening conversation. Our screening via phone or video is centered around finding individuals who are connected to our guiding principles and will bring new perspectives and skill sets that can help us advance our mission.



## Interviews

After the initial screen, candidates who still appear to be a great potential addition to our team will interview by with the hiring manager and interview team. Interviews typically center around measuring a candidate's ability to meet the competencies of the position as well as potential hypothetical scenarios that may be encountered while at KIND.



## Reference Checks

All candidates who complete the final interview should be ready to provide 2 professional references from previous supervisors and 2 references from previous colleagues. Once reference checks are cleared and reviewed for all considered candidates a final decision/selection will be made.



## Making an Offer

Once a candidate has been selected, one of our Talent Acquisition Specialists will be in touch to make an offer. From there, we begin the onboarding process to welcome new hires to their amazing team at KIND!

