

## **How We Hire**

At Tri-Wall, our goal is to provide a premium, inclusive, compelling and authentic candidate experience. We believe our process allows you to be at your best — and to do that, you need to understand how the hiring process works. Please note the hiring process steps on this overview page are most relevant for roles based in our corporate offices. This process may differ when you apply for other roles.

## APPLY

Applying for a new job or career path, we want the process to be as easy as possible. If you are interested in any of our open position. Please submit your resume and CV in .pdf format to <u>Enquiry@tri-wall.com</u> or through our Group website.

## **MEET A RECRUITER**

Your challenges are our challenges and your success is our goal. We want to provide you with the tools and insight that help you show up at your best. After reviewed your resume, we will contact you for the telephone interview. Furthermore, a recruiter in your location will arrange a face to face interview at our operation.

The length of time varies as every role is unique. Our recruiters reach out to candidates who are the most-qualified for a position. If you do not hear from a recruiter, do not feel discouraged from applying again. There are other positions available that may be a better match for your skills and experience.

## **INTERVIEW**

Interviews can be stressful, so we do our best to make you feel relaxed and welcome.

The number of interviews varies per position. We are thoughtful about the number of interviews our candidates go through, and who they meet. We aim to provide an authentic and personal experience.

This varies depending on the role and where you are in the interview process. That said, our recruiters try to provide feedback to candidates within 5 working days of completing their interviews.

Our goal is to make sure all candidates for a given position are interviewed and evaluated against the same skills and competencies for that position.

Applications must be made to the Manager/Human Resources Department.

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