



OUR HIRING PROCESS

External Candidates

1

Job Posted

- New job is posted on gore.com

2

Application Submitted*

- A confirmation email with next steps will be sent to you once your application has been received

3

Application Review Process*

- Your application will be reviewed by a Talent Acquisition Specialist
- If you appear to be one of the most qualified applicants for this position, your resume/CV will be shared with the hiring team
- A phone conversation may take place to further explore a fit between your interest and background and our business needs

4

Interviews*

- If you are selected to move forward in the hiring process, you will be invited to interview (either virtually, on-site, or a combination of these two approaches)
- Interviews typically take place with 3-6 members of the hiring team
- There may be multiple interview rounds, depending on the position

5

Interview Follow-up*

- Interview outcome and related feedback will be provided to you by the Talent Acquisition Specialist
- You will be invited to provide feedback about your experience through an online survey

6

Offer & Pre-Onboarding

- If you receive and accept an offer, we will work with you to finalize a mutually acceptable start date (you may be required to successfully complete a pre-hire screening depending upon location)

*Gore Talent Acquisition team will do their best to keep all candidates informed of their status as they move through the various steps of the hiring process; candidates can also check their own status for updates at any point