



OUR HIRING PROCESS

U.S. College Recruiting
New Graduate & Internship Programs

1 Opportunities Posted

- New opportunities posted on [gore.com](#) under our [intern](#) and [upcoming graduate](#) sections as well as on our partner* school job boards
- Application Periods
 - Intern: December—February 15
 - Upcoming Graduate: August—October 31

2 Application Submitted**

- A confirmation email with next steps will be sent to you once your application has been received
- To ensure you receive our emails, please add collegerecruiting@wlgore.com to your address book

3 Application Review Process**

- Your application will be reviewed by the U.S. College Recruiting Team and timing may vary
- If you appear to be one of the most qualified applicants, your resume/CV will be shared with the interview team

4 Interviews**

- If you are selected to move forward in the hiring process, you will be invited to interview (either virtually, on-campus, onsite, or a combination of these approaches)
- Interviews typically take place with 2-6 members of the hiring team
- There may be multiple interview rounds, depending upon the position

5 Interview Follow Up**

- Interview outcome will be provided by the U.S. College Recruiting Team
- If successful, you will remain under consideration for further review
- If applicable, you may have the opportunity to receive and provide verbal feedback about your experience

6 Offer & Pre-Onboarding

- Interns are selected based upon suitability for available projects
- New graduates are hired based upon potential for success at Gore
- 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 partners with selected colleges & universities for our [internship](#) and [upcoming graduate](#) programs, and we welcome candidates from non-partner schools as well.

**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.