

Internally Competitive Candidate Experience

The Interview Details

- Recruiters will review my application to determine if I have met **the required qualifications**.
- Hiring manager proxies will decide, if I have met required qualifications, if I am **selected for an interview**
- If I have met the required qualifications, I am guaranteed **at least one interview**, though I may receive more
- I will hear from the recruiter(s) to schedule interviews by **Sept 22**
- After speaking with the recruiter I will receive an email with **detailed logistics** about my interview

- My interview will take place at **The Inn at Darden**
- Parking is free and convenient** and I will receive directions from my recruiter
- In order to minimize my interaction with other candidates, I **will not arrive more than 10 minutes prior to my interview time**
- Interviewers are assigned by position and my recruiter will confirm my interviewers – one will be from the Health System and one from the Academic Division
- My interview will be **45 minutes long** and will include:
 - Brief introductions
 - 4-5 questions covering Knowledge, Skills and Abilities for the position, the HR Competencies and for management positions Functional Area Outcomes
 - Time for me to ask questions
 - An overview of next steps



I submit one application for all of my identified positions via Qualtrics

Sept 11 - 15



I am contacted by my recruiter, told I have been selected for an interview, and schedule the interview

Sept 18 - 22



I participate in a 45 minute interview with two interviewers representing Academic Division and Health System

Sept 25 - Oct 6



Hiring managers make hiring decisions

Oct 9 - 13



I receive a verbal offer(s) and discuss terms of offer(s)

Oct 16 - 27



I receive a formal written offer with terms of employment

Oct 30



I accept the offer

Nov 3

Wave 2