

OUR HIRING PROCESS



We have an unwavering belief that all people deserve the opportunities provided by living in healthy communities.

At Cinnaire, we invest heavily in our team and put sincere effort into making sure our staff, to a person, align with our core values and mission. This effort results in our dynamic, high-functioning and passionate culture. Our three-step hiring process ensures that new team members align with our culture and are a good fit for the job and, at the same time helps you decide if Cinnaire and the position are right for you. Here's how the process works:

CORE COMPETENCIES

- Analysis to Synthesis
- Intellectual Agility
- Perseverance
- Resource Optimization
- Insight to Action
- Big Picture Perspective
- Inclusion Awareness
- Customer Focus
- Self-Development
- Leadership Development
- Leadership

1 SCREENING WITH THE HIRING MANAGER

During this 30–45 minute video call, the hiring manager will provide a detailed overview of the position and discuss your qualifications and experience. It is also an opportunity for you to ask questions and ensure you have a clear understanding of the specific responsibilities, our industry, and Cinnaire's culture.

2 THE TEAM INTERVIEW

Our interview process is approximately 60 minutes and consists of behavioral-based questions designed to explore how you've handled real situations in your current or past work experiences. We encourage you to structure your responses using the STAR method—describing the Situation, Task, Action, and Result—to clearly and effectively highlight how you approached specific challenges and responsibilities.

At the conclusion of the interview, you'll have an opportunity to ask any questions you may have.

The interview team will include the hiring manager, a representative from Human Resources, and may also include one or two additional members of the hiring manager's team.

3 THE ASSESSMENT

Our third-party consultant, Plante Moran, will coordinate the next steps, which include a series of online cognitive skills and personality assessments, followed by a 90-minute interview with a Plante Moran organizational development professional. The assessment process will move forward as quickly as your schedule allows.

Please note that the candidate pool may be narrowed as the process progresses, and not all applicants will advance through all stages. Any employment offer is contingent upon the completion of a satisfactory background check.