WAGNER EQUIPMENT CO.

OUR RECRUITING PROCESS: *What to Expect*

At Wagner Equipment Co., we believe in transparency and ensuring a smooth experience for all our applicants. Here's a step-by-step overview of our recruiting process to help you understand what to expect:

1. **Application Submission**
   - Once you find a role that matches your skills and interests, submit your application through our online portal. Make sure to include your resume.
2. **Initial Screening**
   - Our recruitment team will review your application to assess your qualifications and experience. If your profile matches our requirements, we will reach out to schedule an initial phone interview.
3. **Phone Interview**
   - During this call, we'll discuss your background, skills, and career aspirations. This is also an opportunity for you to learn more about our company culture and the role you applied for.
4. **Assessment**
   - Depending on the position, you may be asked to complete a skills assessment or a project. This helps us gauge your abilities and how you approach tasks relevant to the role.
5. **In-Person/Virtual Interview**
   - Successful candidates from the phone interview will be invited for an in-person or virtual interview with the hiring manager and team members. This stage allows us to dive deeper into your experience and how you fit with our team.
6. **Final Interview**
   - For some roles, there may be a final interview with senior leadership. This is your chance to ask any remaining questions and for us to ensure you're the right fit for our company.
7. **Offer**
   - If you're selected, we will extend a formal offer. We'll discuss the details of the offer, including compensation, benefits, and start date.
8. **Pre-screenings & On-boarding**
   - Once you accept the offer, our HR team will guide you through the pre-screening process – including a background check, drug screening, and fit for duty test. Once cleared, we'll reach out for on-boarding, ensuring you have everything you need to start your journey with us.

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