



# Hiring Process

At VON Canada, we're committed to providing a transparent and positive hiring experience. Here's a general overview of our process



## Application

Apply for a job that aligns with your skills, qualifications and experiences. Submit your application through our Careers Page ([www.von.ca/careers](http://www.von.ca/careers))

*\*Due to the high volume of applications, only those being considered further will be contacted.*



## Phone Screen

If selected, you'll be contacted by a recruiter or hiring manager for a brief call to discuss your background and answer any initial questions you may have.



## Interview

If selected, be prepared to showcase your skills and experience through a formal interview. Have your resume on hand.

*\*We encourage you to ask questions about the role and the organization*



## Reference Check

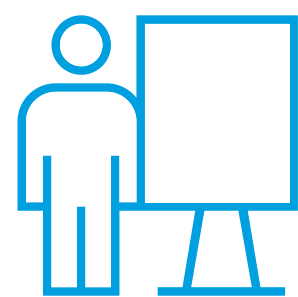
As part of a comprehensive screening and risk management process, VON Canada conducts reference checks for all candidates selected for employment.



## Offer and Background Check

If selected, we'll present you with a formal offer letter and hire package inclusive of a Criminal Background Check form.

*\*Vulnerable Sector Check may apply*



## Onboarding and Orientation

We'll provide a smooth transition into your new role through comprehensive onboarding and orientation program.

**Additional tips:** i) Regularly check your email for updates, including the spam/junk folder. ii) Calls from our team may display as private or outside your area code, originating from Ontario or Nova Scotia.

**Please note:** Hiring Process steps may vary based on the role and business needs.