



Our Recruitment Process

We are committed to a positive candidate experience through clear communication, transparency, and timely updates throughout the hiring process.

1	<p>Application Review Applications are accepted through the closing date, reviewed, and shared with the hiring team after the recruitment closes.</p>		
2	<p>Interview Selection Selected candidates are typically contacted within 1-2 weeks after closing by email and invited to self-schedule an interview. Please monitor email and spam/junk folders. If you signed up for texts, you may also receive a text message.</p>		
3	<p>First-Round Interview (Virtual) First-round interviews are generally virtual with a small panel. Questions focus on experience, skills, and job-related scenarios.</p>		
4	<p>Final Interview (In-Person) Top candidates may be invited to a final in-person panel interview. Details and logistics will be provided in advance. This step may also include a skills exercise.</p>		
5	<p>Selection & Conditional Offer The selected candidate will be contacted to confirm interest before a conditional offer is extended. Offers are contingent upon passing a background check. Safety-sensitive positions require pre-employment physical testing.</p>		
6	<p>Final Notifications Once a candidate accepts the position, all applicants will receive a final status update email.</p>		
<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>How to Prepare</p> <ul style="list-style-type: none"> • Review the job posting and qualifications. • Be prepared to discuss your experience and skills. • Ensure your contact information is current. • Add our email domain to your safe sender list. </td> <td style="width: 50%; vertical-align: top;"> <p>Good to Know</p> <ul style="list-style-type: none"> • Timelines may vary by position and number of applicants. • Watch your email for scheduling links and status updates. • Questions? Contact our Recruitment Team at HR@cap-az.com. • Thank you for your interest in joining our team. </td> </tr> </table>		<p>How to Prepare</p> <ul style="list-style-type: none"> • Review the job posting and qualifications. • Be prepared to discuss your experience and skills. • Ensure your contact information is current. • Add our email domain to your safe sender list. 	<p>Good to Know</p> <ul style="list-style-type: none"> • Timelines may vary by position and number of applicants. • Watch your email for scheduling links and status updates. • Questions? Contact our Recruitment Team at HR@cap-az.com. • Thank you for your interest in joining our team.
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