

The PECI Hiring Process

Thank you for considering employment opportunities with PECI!

The following is an overview of our hiring process so that you know what to expect along the way.

At PECI we strive to inform all applicants of their status at every step of the way in the hiring process. From the initial application to the final hiring decision, our entire process can take up to 3 months dependent upon the technical difficulty of the role. With that in mind, we suggest each applicant regularly update their PECI Careers site profile with any changes in status to keep us up to date on availability.

We hope you find the following information helpful as you apply for an exciting career with PECI.

Applicant Resume Review and Phone Screening

The PECI Recruiter and Hiring Manager will review each applicant's resume to determine potential match with the basic qualifications of the job and overall expectations of the role. Once qualified applicants are identified through this process we begin our first level screening. This first screening is a conversation conducted over the phone, typically by the PECI Recruiter. The applicant becomes a 'candidate' at this stage. The candidate conversation is designed to discover more about the candidate's skills, experience and career goals. Once this step is complete, we review the candidate feedback and move the most qualified applicants to the interview stage of our hiring process.

Candidate Interviewing

All candidates moved to the interview stage will be asked to join a team of PECI employees for a more in-depth series of conversations. These conversations are conducted by primary stakeholders interested in, and supportive of, the specific role on the PECI team. The conversations are designed to elicit career related feedback from the candidate, allowing each interviewer to best understand past experience and future career potential at PECI. We ask a variety of questions, including behavior-based interview questions to assess professional competencies for a best-fit match with required competencies of the specific position. This step may include a couple of visits to PECI. After completion of the candidate interview, the PECI interview team will jointly review credentials and candidate feedback and select finalists for further review.

Final Candidate Selection and Offer Process

The last stage in the PECI hiring process involves a series of pre-employment activities intended to further assess and confirm candidate application, interview, and overall professional history details. Once this process is complete with satisfactory results, the PECI Recruiter and Hiring Manager will prepare and extend an offer of employment to the finalist who is determined to be the best candidate for the position. Once an offer is extended and tentative start date set, a pre-employment background check is initiated including; employment verification, education verification, etc. Upon successful completion of the background check, a final start date is set and the new hire employee is registered for new hire orientation.

We strive to ensure that the PECI hiring process experience is one that meets or exceeds your expectations, and we hope that you will tell others about PECI opportunities now and in the future.