



What to Expect When Applying to Work at Tradewater

We understand that interview processes can be confusing at times for candidates. We'd like to share how we approach recruiting at Tradewater and provide insight into the process you can expect after you apply.

While the number of steps in our process may vary based on the role, Tradewater typically looks for three general areas:

1. Aligned work experience
2. Communication & collaboration
3. Team cohesion

We believe that the right candidate has a combination of the ability, skills, and experience to do the technical work that the role demands; and to navigate and produce work in a growing, fast-paced, collaborative, and multi-disciplinary environment. In our race to combat climate change, we are striving towards big, hairy, audacious goals (BHAGs) so it's important that candidates have alignment in our values and guiding principles.

While your individual experience may vary, there are a few common steps that we generally take:

Application/Resume review

Our People & Culture team is very small (though mighty!), meaning that while it might take us a few weeks to review your application, we will review every application, and will keep you updated with a response either way.

Interview with the People & Culture Team

If your experience seems like a fit, you will be invited to meet with a member of the People & Culture team. This initial 30-to-45-minute interview is generally a Microsoft Teams video call. This conversation focuses on higher level topics such as work experience, key aspects of the role/discipline knowledge, and assessing for an overall alignment with our values and guiding principles.

Interview with the Hiring Manager

This stage involves you spending roughly an hour (Microsoft Teams video call) with the hiring manager. This conversation will be focused on in-depth questions and expectations specific to the role.



Work Sample:

We will likely request a work sample. These are often scenario-based questions or activities that demonstrate how you approach common problems or aspects of the day-to-day work. You may be asked to present your work sample as part of an interview.

Panel Interview

This is typically the final step in the process, where you will meet with 2-4 members from a variety of teams with whom you will commonly work. This interview will dive even deeper into your skills and experience with respect to the role and expectations. If you've been asked to present a work sample, it will generally be shared and discussed during this stage.

Interview with a C-Suite team member

While this does not occur for every role, there will be some instances where candidates will be asked to have a conversation with one or more members of our executive team. This is also a great opportunity to ask any final questions from our top experts about the work we do!

Tradewater's People & Culture team will remain in contact with you throughout the process, keeping you informed of the status of your application, as well as what to expect next. We pride ourselves on timely communication; however, sometimes due to high volumes of hiring needs and applications, communication may be delayed so we do kindly ask for your patience, as we are a small team.

We hope that this helps you understand what you can expect when you apply to work at Tradewater. We look forward to reviewing your application, working with you throughout the process, and hopefully welcoming you onboard as a new team member!