

What Candidates Can Expect in an Axis Search Process

While no two searches are exactly the same, there are some standard procedures that can be expected.

Application Review

- Once you submit your application via the Axis website, the search team for that specific role will review your materials for alignment with the search core competencies, as listed in the job description. Your application should include your resume and the completion of some brief questions. Some openings require cover letters or letters of interest along with resumes.
- At least one Axis team member reviews every application for a role. You can expect to receive a note to confirm that your application has been received immediately after submitting and about next steps within two to three weeks.

Initial Phone Call

- Candidates whose resumes reflect the baseline skills or capacities needed for the position will be invited to an initial phone call with the Axis team. One member of our team will have a 45-minute phone call with you to learn about your interest in the role, how your experience aligns with the required skills, and why this is a good moment for you to make a career transition.
- You can expect that questions will be related to the core competencies listed in the job description, so it's best to come to that conversation prepared with concrete examples and outcomes of your work. We will also discuss compensation and location, and you will have time to ask questions about the role and the organization, or other key areas.
- After that conversation, you can expect to hear back from the Axis team within two weeks.

In-depth Video Interview

- Candidates who demonstrate their alignment with the core competencies will be invited for a 90 minute video interview with the Axis team. This will include one or two of our team members who will walk through your career history with you. These conversations are a little different than standard recruiter screenings because we want to get to know you!
- Be prepared to talk about the responsibilities you've held in each of your roles (with greatest focus on the last ten years), including the major outcomes, people or budgets that you've managed, and what growth areas have been for you in each of the positions.
- Also be ready to share about your reasons for transitioning jobs. Know that we're listening to gather information that will help our clients learn about what you can contribute to their team. This conversation will give you another chance to ask questions of the Axis team.

Client Interviews

- Before any interviews with clients, candidates will have the option to prepare with one of the Axis team members. That call will give you a sense of the required competencies, the questions to expect, who will be in the interviews, and specific areas that you may want to be prepared to address, as well as tips on interviewing strategies and answer any questions to help you prepare.

- The most-aligned candidates (usually between four and seven people) will be invited to interview with the hiring organization. Our clients generally hold two rounds of interviews, although there may be multiple interviewers or conversations within each round. These interviews are usually panel-style, with several interviewers who ask scripted questions focused on the core competencies.
- While our process does not include “assignments,” where candidates have to create new pieces of work (unless there are special arrangements for candidate compensation), our clients will often ask for sample work that you have already done and that reflects your skills. Alternatively, our clients may have you prepare your thinking, with the support of some organizational materials, to come ready to discuss a certain aspect of the role.
- Throughout the client interviews, rely on your Axis partners to be the conduit between you and the hiring organization. Share your feedback about each step of the interview process and your Axis partner will let you know what they are hearing from the hiring managers. Sometimes information from the hiring organization will come immediately and, other times, there may be up to three or four weeks before they finalize their decision-making. We will communicate information as soon as we have it, and while we have a projected timeline for all of our searches, we may not have control over the timing of organization decision-making.
- If you are not invited to move forward in interviews, our team at Axis welcomes the opportunity to share feedback with you that can help in future searches. We may recommend other roles for you to consider within our portfolio, as well. Make sure to connect with our team on LinkedIn, follow Axis on social media, bookmark our open searches, and sign up for our newsletter so that you stay up-to-date on news from the Axis community.

References

- Top candidates will be asked to provide references who can speak to their work, their greatest areas of strength and how a hiring organization might support them in a new role. References should include at least one previous or current manager, one peer, and one direct report (if applicable). Specific criteria for these references may be determined by the hiring organization.

Offer

- We stay in close touch with finalist candidates during the preparation for the offer stage, ensuring we understand our finalists’ needs as it relates to an offer, and can then set up our partner organizations to best meet those needs. While the verbal and written offer will come directly from the hiring organization, we are on deck to advise and support candidate decision making.

For more information, please visit our website
www.axistalentpartners.com