Selected applicants submit security documents and the suitability process is initiated.

Selected applicants undergo the suitability process based on security documents and employment history.

If background checks are favorable, the selected applicants are cleared.

Suitability process:
- Selected applicants submit security documents and the suitability process is initiated.
- Selected applicants undergo the suitability process based on security documents and employment history.
- If background checks are favorable, the selected applicants are cleared.

Onboarding:
- HR sends the cleared applicant a firm job offer.
- Candidate reports to HR to sign onboarding paperwork.
- Candidate starts following Monday**

Mandatory Briefs:
- Benefits Brief within the first week
- New Employee Orientation (NEO) within 30 days of start date
- 30-Day Check-In 30 days after NEO
- 90-Day Check-In 90 days after NEO

** The timeline depends on the selected applicant's background and responsiveness. Childcare checks add an additional 4-6 weeks to the timeline.

** From position posting date to start date is at least 90 days.