

PEARL ORGANISATION INC.

How We Hire-

We're looking for our next PEARLIAN - someone who's good for the role, good for PEARL ORGANISATION and good at lots of things.

Things move quickly around here. That means we have to be nimble, both in how we work and how we hire. We look for people who are great at lots of things, love big challenges and welcome big changes. We can't have too many specialists in just one particular area. We're looking for people who are good for PEARL ORGANISATION—and not just for right now, but for the long term.

This is the core of how we hire. Our process is pretty basic; the path to getting hired usually involves a first conversation with a recruiter, a phone interview and an onsite interview at one of our offices. But there are a few things we've baked in along the way that make getting hired at PEARL ORGANISATION a little different.

How we Interview-

We're looking for smart, team-oriented people who can get things done. When you interview at PEARL, you'll likely interview with four or five PEARLIANS. They're looking for four things:

Leadership Skills-

We'll want to know how you've flexed different muscles in different situations in order to mobilize a team. This might be by asserting a leadership role at work or with an organization, or by helping a team succeed when you weren't officially appointed as the leader.

Role-Related Knowledge-

We're looking for people who have a variety of strengths and passions, not just isolated skill sets. We also want to make sure that you have the experience and the background that will set you up for success in your role.

How You Think Matters in PEARL-

We're less concerned about grades and transcripts and more interested in how you think. We're likely to ask you some role-related questions that provide insight into how you solve problems. Show us how you would tackle the problem presented--don't get hung up on nailing the "right" answer.

PEARLYNESS-

We want to get a feel for what makes you, well, you. We also want to make sure this is a place you'll thrive, so we'll be looking for signs around your comfort with ambiguity, your bias to action and your collaborative nature.

How PEARL ORGANISATION Decide-

There are also a few other things we do to make sure we're always hiring the right candidate for the right role and for PEARL ORGANISATION.

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We Collect Feedback From Multiple PEARLIANS-

At PEARL, you work on tons of projects with different groups of PEARL, across many teams and time zones. To give you a sense of what working here is really like, some of your interviewers could be potential teammates, but some interviewers will be with other teams. This helps us see how you might collaborate and fit in at PEARL overall.

Independent Committees Of Pearlers Help Us Ensure We're Hiring For The Long Term-

An independent committee of **Pearlers** review feedback from all of the interviewers. This committee is responsible for ensuring our hiring process is fair and that we're holding true to our "good for PEARL" standards as we grow.

We believe that if you hire great people and involve them intensively in the hiring process, you'll get more great people. Over the past couple of years, we've spent a lot of time making our hiring process as efficient as possible - reducing time-to-hire and increasing our communications to candidates. While involving Pearlers in our process does take longer, we believe it's worth it. Our early Pearlers identified these principles more than ten years ago, and it's what allows us to hold true to who we are as we grow.

These core principles are true across PEARL ORGANISATION, but when it comes to specifics, there are some pieces of our process that look a little different across teams. Our recruiters can help you navigate through these as the time comes.

At PEARL ORGANISATION, we don't just accept difference - we celebrate it, we support it, and we thrive on it for the benefit of our employees, our products and our community. The PEARL ORGANISATION is proud to be an equal opportunity workplace and is an affirmative action employer.