



What to Expect When Applying to Work at Tradewater

We understand that interview processes can be long and confusing at times for candidates. We'd like to shed some light into how we approach recruiting at Tradewater and hope to give you some insight into what goes on after you apply and what you can expect to happen next.

While the number of steps in our process may vary based on the role and a candidate's overall fit, Tradewater typically vets for three general areas of fit:

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

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 also is well-versed in soft skills to navigate and produce work in a small, fast-paced, collaborative and multi-disciplinary environment. In our race to combat climate change, we are striving towards big, hairy, audacious goals (BHags), so and it's important that candidates also have alignment in our values, philosophies, and methodologies; ultimately leading to a longer-lasting, more engaging career.

We have a multi-step process to validate each of these aspects with our candidates. 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 couple of weeks to review your application, we do personally review every application, and will keep you updated with a response either way.

Interview with the People & Culture Team

If your application seems like a fit, you will be invited to meet with a member of the People & Culture team. This initial interview would be an Microsoft Teams video call that typically lasts between 30-45 minutes in length. This conversation focuses on higher level topics such as work experience, key aspects of the role/discipline knowledge, and assessing for an overall fit within Tradewater.

Interview with the Hiring Manager

This next stage involves you spending roughly an hour (another Teams video conference) with a Director or other Hiring Manager from the relevant discipline. This conversation will be focused on in-depth questions and expectations specific to the role.



Work Sample:

We will likely also request work samples where applicable for certain roles. These are often scenario-based questions or activities that help us ascertain how you would approach common problems or aspects of the day-to-day work. The work sample expectations are generally provided in advance of the panel interview, and you will be asked to present your sample as part of the interview.

Panel Interview

This is typically our final step in the process, where you will meet with 2-4 members across 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 provide a work sample, it will generally be shared and discussed during this interview.

Interview with our CEO or COO

While this stage does not occur for every role, there will be some instances where candidates will be asked to have a final conversation with either our CEO or COO (or both). This is also a great opportunity to ask any final questions from our two greatest experts on 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 getting back to everyone in a timely manner and strive to send regular updates each week.

(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 has helped 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 on board as a new team member!