

Candidate Interview Guide

HOW DOES BARR HIRE?

Competencies hold the key to better hiring. Here at BARR, we use competency-based techniques for selecting associates. Within this framework, we focus on the candidates' behavioral attributes, skills, and knowledge by using our job profiles and interview process.

We ask open-ended behavioral based questions that are centered around our company's core values (unparalleled support, inclusive, transparent, simplicity, and future ready). In using this hiring model, our ultimate goal is to draw on anecdotes from the candidate's professional experience that would demonstrate they possess a given trait. By focusing on the candidate's behavior, our competency-based model can ensure that individuals of all ages and backgrounds receive consideration regardless of the length of formal employment or other factors.

HOW LONG IS THE HIRING PROCESS?

From the time you submit your application to the final round interview, candidates can expect the hiring process to last three to four weeks.

DID YOU KNOW?

*BARR offers monthly reimbursements for your cell phone and virtual office. If you do not use this monthly stipend, it is yours to keep. That's an additional **\$6,000+ per year!***

CAN I APPLY FOR MULTIPLE POSITIONS?

If we have multiple openings that match your skill set and experience, we welcome you to apply for more than one position.

WHAT DOES THE HIRING PROCESS LOOK LIKE?

Phase 1: The Informational Interview

The informational interview is BARR's first round within the interview process and consists of a call with a recruiter. The purpose of this interview is to gather information about the candidate's background, career goals, and to formally introduce BARR as a whole. The questions will be centered around understanding mutual fit with the candidate and BARR. Candidates should expect the interview to last between 15-30 minutes.

How to Prepare for the Informational Interview

- Take a look at BARR's website and learn more about our organization. Review the job description and think about how your experience and skill set match the responsibilities of the designated position. An updated resume always helps to give our team a good idea of how you will present yourself.
- Be ready to let us know why you'd like to join us. Some questions to consider:
 - *How can you help BARR succeed?*
 - *What past career successes could you potentially repeat in your role here?*
 - *How will you complement our company culture?*

Phase 2: The Skills Assessment

We, of course, value traditional interviews and the insight that these conversations provide, but we also see a lot of value in giving candidates the opportunity to showcase their skills in real time. Our candidate exercises help us understand first hand a candidate's writing, sales, audit, presentation, and other functional skills.

How to Prepare for the Skills Assessment

- Just show us what you can do. Read the instructions carefully and take your time.
- If your skills assessment involves submitting a video, use this opportunity to demonstrate how well you can communicate. Make sure you have a quiet space for recording and speak slowly and clearly.

Phase 3: Team Round Interview

Our team can't wait to meet you! During this stage of the interview process, candidates will meet with BARR associates for a two-hour interview. After we've reviewed your skills assessment, this interview will give us a chance to discuss your skill set in depth. The questions will be centered on job competencies and BARR's core values. Candidates can expect to meet with one group of BARR associates for the first hour, and another group for the second hour.

How to Prepare for the Team Round Interview

- We love specifics. Be ready to discuss some concrete examples from your career that demonstrate your ability to problem solve, collaborate with a team, and adapt to challenges.
- If you haven't had a chance yet, reflect on our company core values as well as your own, and let us know what they mean to you.
- This is a great time to ask any questions you may have about the position or BARR. Prepare a few questions ahead of time and our associates will be happy to answer them.

Phase 4: Final Interview

In the final stage of our interview process, candidates will have the opportunity to meet with Brad Thies, BARR's president and founder, or another member of the leadership team. The final stage of the interview process will give our leadership a chance to get to know you, learn more about your experience, and understand why you're a good fit for BARR. Candidates can expect this interview to last for about 45 minutes.

How to Prepare for the Final Interview

- First, congratulate yourself for making it to the final stage of the interview process. We appreciate all of the time that candidates put into interviewing with BARR.
- Think about what went well in your previous interviews, and prepare to discuss why you're a good fit for BARR and why BARR is a good fit for you.



VIRTUAL INTERVIEW TIPS

- Choose a quiet place for your interview.
- Check that you have a reliable internet connection, charged laptop, and working microphone and camera ahead of time.
- Look at the camera while speaking.
- Dress professionally.
- Be yourself.



One of the best things about BARR is getting to be a part of our exciting growth. Associates at BARR have a clear path to career trajectory and opportunity.

Whitney Lindsey
Director of People Operations



It's not just about culture fit, it's about value fit. As long as your values are rooted in integrity, diversity, equity, inclusion, and transparency, you'll be perfect for the environment here at BARR.

Al Neptune
People Operations Coordinator

