



Careers that leave a lasting impact.

Johnson & Johnson is committed to identifying top talent and providing an exceptional candidate experience and engagement. We are committed to:

- 1 Ensuring an efficient and fair application process
- 2 Providing information that allows Candidates to make informed decisions about a career with Johnson & Johnson
- 3 Fast decision making with consideration for Candidate's times
- 4 Providing timely updates to the Candidate on the current status and next steps
- 5 Continuous improvement of the recruiting experience by listening to Candidates' feedback
- 6 Building meaningful relationships with Candidates who meet current and future talent needs
- 7 Making inclusive hiring decisions aligned to our commitment to diversity

Our Commitment

Talent Acquisition

- Accurate and clear Job Postings, avoiding jargon
- Fair and consistent evaluation process with quality communications during each step
- Candidate access to information to assess whether a career at Johnson & Johnson is the right fit
- Fair and equitable offer development
- Coaching of hiring team on leading practices to ensure a positive candidate experience
- Measurement of Candidate experience to enable continuous improvement

Hiring Managers

- Job Requirements that balance skills, leadership behaviors and competencies to be successful in the role
- Interviewers that reflect a diverse group of leaders within the organization
- Respect for Candidate's time by limiting the number of interviews and leveraging virtual interview technology
- Articulate Employee value Proposition to Candidates by providing company information, career frameworks and other important information
- Prompt decisions and thorough feedback throughout the selection process
- Provide informative on-boarding process to allow Candidates to be successful from day one

External Partners

- J&J Candidate Charter reflected to enable successful Candidate experience
- Accurate and compelling information about Johnson & Johnson to engage Candidates throughout the process
- Feedback to J&J, enabling continuous improvement of the Candidate experience