



# 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