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