



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:

Ensuring an efficient and fair application process

Providing information that allows Candidates to make informed decisions about a career with Johnson & Johnson

Fast decision making with consideration for Candidate's time

Providing timely updates to the Candidate on the current status and next steps

Continuous improvement of the recruiting experience by listening to Candidates' feedback

Building meaningful relationships with Candidates who meet current and future talent needs

Making inclusive hiring decisions aligned to our commitment to diversity



BE VITAL

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 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

JOIN OUR TALENT
COMMUNITY



BE VITAL