*Timings are all approximate. We attempt where possible to minimize timescales, when within our control.	
Position advertised on CRADACL website and other job sites	Day 1
Applications completed on website: https://www.cradacl.bc.ca/careers-cradacl or by other advertised media. Resumes sent by email to: careers@cradacl.bc.ca	
Closing date	Approximately 1 to 2 weeks
Candidate applications reviewed	Within 1 week of advert closing
Telephone screening completed where applicable	
Suitable candidates invited to attend interview	
References sought	Within 1 week of interview
Decisions made (successful and unsuccessful notified)	
Post interview pack provided	
Pre-employment checks take place	Dependant on candidate qualifications. 2 weeks to 1 month
If checks satisfactory offer made and start date agreed	
Employment document sign up arranged	By mutual agreement as soon as possible following offer acceptance
Start orientations	Same week as sign up