



# What we're looking for in a Skilled Trades Team Member



## We value the diverse skill sets each Team Member brings to TMMC

Above all, you'll be someone who values making things better and has the commitment to learn and deliver consistently.

You have an Ontario or Inter-Provincial Certificate of Qualification, completion of Apprenticeship preferred or 7 years relevant experience, a minimum 2 years of relevant work experience as a licensed skilled trades person, demonstrated experience with troubleshooting and repairing different equipment issues, using various tools to repair equipment, performing preventative maintenance on electrical and mechanical equipment and strong problem-solving skills.

Skilled Team Members work rotating shifts at our Cambridge or Woodstock facility.

## What you can expect from our Hiring Process



### THE APPLICATION

When completing our online application, you will be asked about your license and details about your work experience. This will help us understand a little more about you and your qualifications. This information, along with a copy of your resume, will help us select the candidates that will move to the next stage in the recruitment process.



### ONLINE ASSESSMENT

The second step is an assessment where we ask you how you'd respond to basic behavioural questions. This 2 hour online assessment can be done at your convenience and must be completed on a desktop computer. The assessment helps determine if the Skilled Team Member job is right for you.



### TELEPHONE INTERVIEW

This step will take approximately 60 minutes. On the call, we will review the working conditions and requirements of the role, review your work experience, and ensure you have the right skills for the role. This phone call will be with the Recruiter.



### INTERVIEWS

We'd like to spend a little more time with you. You'll first meet virtually with human resources and the department managers. If successful, you will be brought on site for an in-person interview. Our interviews allow us to learn more about you and address any questions you may have. In the interviews, we will review your relevant work experience, assess your technical and soft skills and go through behavioural interview questions in which we are looking for specific STAR examples.



### HANDS ON ASSESSMENT

This 6 hour written and hands-on assessment evaluates the technical skills required for the role.



### JOB OFFER & REFERENCES

Job offers are conditional upon successfully completing a medical assessment.