



Our Hiring Process

1. Review our open jobs and select the one(s) for which you would like to be considered.
2. Complete the associated online application, including the Predictive Index (PI) Assessment. Note that the PI Assessment only needs to be completed ONCE. If you apply to multiple roles, your initial PI Assessment will carry over to those, too.
3. You should expect to hear from a member of our Talent Acquisition Team within 1 week of submitting your application. If your experience and skillset align with the needs of a role, an initial phone interview will be scheduled with one of our internal recruiters.
4. If you are selected for in-person interviews, your recruiter will schedule them.
5. Typically, we conduct 1 to 3 rounds of in-person interviews before the hiring team reviews all candidates and makes a decision.
6. If you are offered and accept the job, various pre-employment processes will need to be completed before you start (depending on the role). For example, motor vehicle and background checks, pre-employment physicals, etc.

Our Talent Acquisition Team is happy to help you through the process. If you have specific questions, please reach out to your recruiter directly or email us at careers@triumvirate.com.

Remember that sometimes our hiring process and related decisions can take some time. Please be patient! If you are not selected for a specific role, don't give up! You are always welcome to apply to others as they are posted.

Hiring Process FAQs

Q: Do I need to provide a cover letter?

A: No, a cover letter is not required for consideration. However, if you would like to submit one, please email it to us at careers@triumvirate.com.

Q: Why am I being sent an additional application even though I've already applied on your website?

A: Once things have progressed to the phone interview stage, you should expect to receive an email request with our formal employment application. This is different from the initial "profile" application you created on our website.

Q: Why am I being asked for my driver's license information?

A: Because we are closely regulated by the Department of Transportation, we run the motor vehicle records for all candidates considering employment with us. If you are unsure of your motor vehicle record status, don't have a license, or don't own a vehicle – still apply! Every role has different parameters for this requirement.

Q: What is the best way to follow up on the status of my application?

A: If you are already working with one of our recruiters, you can check your application status with them directly, via email or phone. If we have not yet contacted you regarding your application, please email careers@triumvirate.com. We will get back to you as soon as possible.