



ENSURING POSITIVE CANDIDATE EXPERIENCE CHECKLIST

DATE :

PROGRAM :

BEFORE

- Provide clear job description and requirements.
- Offer easy-to-navigate application process.
- Communicate application status and timeline.

DURING

- Conduct professional and welcoming recruitment process: interviews, multi-step trainings etc.
- Clearly explain job responsibilities and camp culture.
- Encourage candidate questions and engagement.

AFTER

- Provide timely feedback and updates on the hiring process.
- Offer resources for relocation or travel arrangements (if applicable).
- Maintain open communication and transparency.

This checklist ensures that candidates have a positive and seamless experience throughout the recruitment process, enhancing the camp's reputation and attracting top talent.

