



## Selection Process

Do you have what it takes to be an MRA'er?

- 1) **Explore Opportunities:** Look for positions under the career opportunities list.
- 2) **Submit your Application:** Applications for all openings are submitted online and will be individually evaluated by our recruitment team.
- 3) **Phone Screen:** If our recruitment team believes your education and qualifications fit the position, you'll be invited for a brief phone interview with our HR Manager to discuss your interest and qualifications.
- 4) **Interview:** As a follow up to the phone screen, you may be invited to one of our locations for face-to-face interviews with several MRA team members.
  - a) Interview questions typically range from behavioral, experiential, competency and case-based. These types of interview questions enable us to understand your strengths, personal and professional attributes, qualifications, and fit with our culture.
  - b) Interviews are a very important part of the selection process and can be stressful for some people. We encourage you to review our ["Interview Tips"](#) to help prepare.
- 5) **Reference and Background Checking:** All MRA's new hires go through a reference and background checking process that is directly managed by our internal RBI team. Applicants are required to provide at least three professional references on their initial application.
- 6) **Assessment:** In some cases, you'll be asked to complete an assessment. Assessments help us objectively measure knowledge, skills, abilities, attitudes, and/or personality traits that may be difficult to determine through an interview.

Notification: If we believe you're a good fit for the position, we'll extend an offer to you. In the event you are not a good fit for the position, you will receive a notification letter from our HR team.

