



WE'RE EXCITED TO KNOW YOU

NAVIGATING OUR HIRING PROCESS



MARKET
ENGINUTY



Thank you for your interest in **Market Engenuity as an employer.** We are excited to get to know you and have you learn more about us too. As lifelong learners with a passion for independent media, we have created this interview guide to help you navigate the Market Engenuity hiring process.

As leaders in mission-driven media, we seek talent as unique as the audiences we help our clients reach. That's why we are committed to a culture of inclusion where individuals from every walk of life feel respected, are treated fairly, provided work-life balance, and an opportunity to excel. Our mindful objectives include curating a diverse workplace where we invite authenticity, encourage curiosity, and treasure collaboration.

So, bring yourself to Market Engenuity — your skills, experiences, ideas — where your whole self is welcome.

OUR DEIB STATEMENT

Bring your whole self to work.



OUR MODERN WORKPLACE

We are a Hub and Home company, which means many of our roles are 100% remote, while some roles work a hybrid schedule, visiting the offices of our station partners. We are headquartered in Phoenix, AZ, with hub offices in Atlanta, GA; Austin, TX; Chicago, IL; Colorado Springs, CO; Dallas, TX; Denver, CO; Houston, TX; Kansas City, MO; Los Angeles, CA; Milwaukee, WI; Nashville, TN; Orlando, FL; Sacramento, CA; Salt Lake City, UT; and Washington, D.C.

WHAT IS HUB AND HOME?

Depending on the role, you may be 100% remote or you may be asked to occasionally go to a local office. Our Hub and Home policy is designed to provide flexibility for you to do your best — where you do your best.

For example, if you are in sales, you may start two days a week in the local office for meetings with your managers. Your afternoon might be making calls or visiting sponsors, and then you end your day at home finishing paperwork. The rest of the week may be in your local office or your home office — depending on where you work best.



CECILIA FLORES
People Success Partner



RANDEE MANLEY
VP of People Success



BELYNDA TU
People Success Partner

WE'RE HERE TO HELP

Our recruitment team is available to help you at every step of the hiring process. You can reach the Market Enginuity People Success Team at hrjobs@marketenginuity.com, or visit us on [LinkedIn](#) or our [company website](#).

PREPARING FOR YOUR INTERVIEW

The goal of the interview is for us to get to know you, and for you to get to know us. The interview could be held via phone, video conference, or in-person. Here are some tips to help you prepare for our conversation:

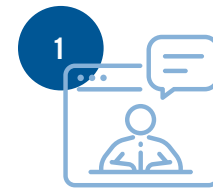
- Interviews are a two-way street. Bring your curiosity. Use this opportunity to learn about the team, the company, the culture, our business, and anything else that is important to you.
- Make sure you visit the [Market Enginuity website](#), sign up to read our [Blog](#), and check out the station's website and programing.
- If you are applying for a sales role at a station, spend some time listening and / or watching to the station. Most stations offer 24 / 7 free audio streaming on their websites. You may be asked about programs, content, and your understanding of public media compared to commercial media.
- And don't forget to bring your questions. Ask whatever you want to know about us, the job, and our station partners. We want you to have all the information you need to make the right decision for you.





THE INTERVIEW PROCESS

Our interview process is designed with you in mind, starting with general questions from our People Success Team and ending with a detailed conversation with the hiring manager and / or their manager. At each step, you have the opportunity to ask questions and share more about how your experience translates to the role.



1 Your first conversation will be with a member of the People Success Team. These are most often video calls and last between 30-45 minutes. It will give us the first opportunity to get to know you and ask more detailed questions about your professional background.



2 The next person you will speak with is the hiring manager. This conversation will last between 60-90 minutes and may be a video call or in-person. This is the opportunity for you and the hiring manager to get to know each other and for you to learn more specific information about the job and expectations.



3 The third and final interview with the hiring manager's manager will last 60 minutes and concentrate on alignment and culture fit.



4 Once you have accepted an offer of employment and a standard background check has been completed, you will be part of the team!

Some jobs may have more or less interviews depending on the role. If you are not sure about the process for the job you are interviewing for, ask your People Success Team member at hrjobs@marketengenuity.com. We are happy to walk you through the process.



THE SHAKE 'N HOWDY

If you are interviewing for a sales role representing one of our station partners, you will be invited to a Shake 'n Howdy with our station partner leadership.

The goal of the Shake 'n Howdy is for the station leadership to meet the person who will be representing their station in the local community.

While still part of the interview process, these conversations are more casual. You may still be asked information about your background, however most of the conversation is about your passion for the product (the station you will represent) and how you will demonstrate that in the sales process.

Prior to your Shake 'n Howdy make sure you have listened to the station recently and have station-specific questions ready.



Do you have any questions about our hiring process?

[CONTACT US](#)

**REFER A
FRIEND!**

We are always looking
for new colleagues

Fueling Missions. Elevating Brands.®



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