

Seize the Opportunity

TALENT ACQUISITION

BE SYNNEXTRAORDINARY

Candidate FAQs

Have questions about finding a job at SYNnex? Want to know what to expect during the recruiting cycle? Or maybe you have questions about what our workplace culture is. Scroll below to find answers on how to put your best foot forward and start your career with us.

Before I apply:

Do I need a resume to apply for a job?

For any professional or office-based role, you will need to attach a resume to your online application. This is your chance to showcase your experiences and talents and tell us all about yourself. If you are applying to a role in our Warehouse Operations, no resume is needed.

What information should be on my resume?

We want to know about you – your current and/or past experiences, your educational achievements and the skills you can bring to the organization. Feel free to include any extracurricular or volunteer work you may have. Make sure your resume showcases your professional life, rather than your personal life.

What skills and traits do you look for in a candidate?

Each job is as unique as you are so it's important to read through the specific job posting you are applying for. Overall, we look for candidates who love technology, have a desire to learn, have a 'can-do' attitude and an entrepreneurial spirit.

While searching for my career match:

Does SYNnex use an applicant tracking system (ATS) & do I need to create an account?

Yes, we use Workday as our recruiting platform, and you are encouraged to create an account so you can track the status of your application and receive communications from us. It's important to remember your password so you have access to your candidate profile. Rest assured – we don't apply resume filters so your resume will always be seen by a Talent Acquisition Partner.

Do you have internship opportunities?

We have internship roles available in various offices across North America. Interns are hired during the summer months and in some offices, we also have a winter internship session. Most of our interns work in our sales organization, gaining invaluable skills and insight into our sales, product management and business development departments.

Do you hire new graduates?

Yes, we do. In fact, we've designed a program that is specifically geared towards new and recent graduates who want to explore various sales careers, called the Discovery Rep Program. Access the brochure on our Careers "What You Need to Know" page.

Can I apply to multiple roles?

Absolutely, we encourage you to apply to as many roles you feel qualified for.

Do you offer part-time or contract roles?

Most of our professional or office-based roles are full time unless specified otherwise. At times, we will hire people on contract; you can use the employment filters during your job search to find contract roles. We do have part time opportunities in our warehouse operations that offer flexibility of hours and/or weekdays.

Does SYNnex have work sponsorship opportunities?

Most roles will require you to be legally eligible to work in the country in which you are applying without sponsorship. If you currently hold a specific work visa, simply bring that to our attention, so we can ensure your ongoing work eligibility.

Do you have flexible work arrangements or work from home policies?

While we encourage and engage in daily collaboration which we find is best achieved while in our offices, we do recognize the nature of work may be done remotely. If you are going through our recruiting process and have questions about our flexible work arrangements, we encourage you to have an open dialogue with those you are interviewing with.

What to expect after submitting my application:**How do I know if I have successfully submitted my application?**

You will receive an email to the email address that you used to apply for the role to Thank You for your interest in joining us. As well, your online candidate profile in Workday will keep you informed of the progress of your application.

Will I get contacted directly by a Talent Acquisition Partner once my application is submitted?

We would love to be able to contact each and every applicant however due to the volume of applications, that's not always possible. If your application progresses and matches what we are looking for, there are different ways you might be contacted – via telephone, email or you may get an invite to submit a digital interview with our partner, HireVue.

What's a digital interview?

Technology is at the core of our business – we don't just sell technology, we use it. The power of digital interviewing allows you the flexibility of using your computer or mobile device to record your interview on your own schedule in the comfort of your home. Our recruiting process allows you to tell your story in a stress-free way that is interactive and fun, so if you receive a link from HireVue to Share your Story with us, we hope you have an awesome digital experience. Want more information about HireVue? [Click Here](#)

How long is the recruiting process once I submit my application?

Recruiting times will vary depending on the complexity of the role, availability of candidates, availability of the hiring team to attend interviews, background checks, etc. Some roles may be filled after one interview while others may require three interviews for senior-level roles. We strive to fill each role within 4-8 weeks but note this is a benchmark.

I've been invited for an interview; what's important for me to know?

Whether you are invited for a phone interview, virtual interview (through Microsoft Teams or Zoom) or an in-person interview, you should prepare in the same way. Dress for success regardless of where you are meeting the hiring team and make sure you've done your research on the job you are being interviewed for. Ask us questions – this is your chance to interview us as well.

If someone doesn't contact me, what happens to my application?

If you aren't contacted for the job that you applied for, your candidate profile and resume will remain in our Workday database. We often search our database for qualified applicants when new jobs are posted, so it's possible you will be contacted in the future for another great opportunity.

What to expect after my interview:**Does SYNEX conduct background checks?**

Yes, we do, following your consent. We partner with a third party, Sterling Talent Solutions, to conduct criminal, educational and reference checks. For senior level or financial roles where they may be a fiduciary responsibility, you may also be required to undergo a credit check. All checks are strictly confidential, and results are not shared.

How can I follow up post-interview?

During the hiring process, you will be working with a Talent Acquisition Partner or HR professional. We encourage you to stay in contact with us with any post-interview questions you might have.

What happens if I am not selected?

If you aren't selected for the job you interviewed for, we are happy to keep your application on file. We also encourage you to continue applying if another role captures your attention; as stated, each role is as unique as you are, and you may find your ideal role down the road.

What happens if I am selected?

Following the successful outcome of your background check, an offer letter will be presented to you via Workday. Simply log into your online account to review and digitally sign your offer. Once this step is completed, additional new hire documents will be sent to you for your review, completion and acknowledgement. Prior to your start date, you will be contacted by someone on the HR team to talk about what to expect/ next steps. And we look forward to working with you!