

## **Blue Elephant Media**

### **Statement on Proof of Skill Assignments for Job Applications**

We keep our hiring in-house at Blue Elephant Media. We intentionally decided to do so within a job market dominated by networking and 'who do you know'. We believe that the best candidates for the positions on our team are those who can demonstrate the prowess of their skillset and enthusiasm for learning through a fair application process. We conduct all our hiring through LinkedIn, and we never post job positions we do not intend to fill.

Our proof of skills assignments are uniquely tailored to each specific role we post. We do not expect candidates to spend more than two hours on them. They allow us to make in-house hiring a sustainable exercise as we scale our team. We often receive hundreds, if not thousands, of applications for the roles we post on LinkedIn. By requiring proof of skills assignments, we ensure we do not overwhelm our team by interviewing candidates who do not have the appropriate skillset to complete the tasks required for the role.

Once a proof of skills assignment has been completed, we then move the candidates who demonstrated a strong understanding of the content/tools being tested forward to the first round of interviews. This means that completing the proof of skills assignment does not guarantee a first-round interview. We recognize that not all candidates will want to put time towards this application without the guarantee of an interview, and we fully understand your reasoning for this.

If you decide to complete the proof of skills assignment, we look forward to reviewing your work and to the prospect of working with you!

For those who feel this process is not right for them, we wish you the best of luck in the job search.