

OUR HIRING PROCESS



Job Search



Apply Online



Resume Screening



Interview



Video Interview*



Assessment*



Background Checks



Offer



Post-offer Checks*



Welcome to the
Suncor team!

*this may not apply to all roles

1



Apply Online at jobs.suncor.com

Once you apply, you will receive an email confirmation. If you do not meet the minimum skills, experience and/or education required, you will receive an additional email communication letting you know we will not be moving forward with your application.

2



Resume Screening

The recruiter screens all applications. We receive a high volume of applications, so your candidacy for the role depends on the competitive pool of applicants. The candidates with the most relevant experience will move forward, and those who do not will be advised by email.

3



Pre-Employment Assessment

When a role requires an assessment, you will be invited to complete it online by email. If you do not meet the requirements of the assessment, you will not move forward in the process. Please note that if unsuccessful, you will need to wait a specified amount of time before being eligible to re-take the assessment (your recruiter will provide further details).

4



Video Interview

We will then send you an email invite to complete a pre-recorded video interview at a time that's convenient for you and in the comfort of your own chosen location. The recruitment team will review all videos and determine who will move forward to an in-person interview. If you are not selected to move forward following the review of your video, you will be advised by email. Click [here](#) for some helpful video interviewing tips and frequently asked questions!

5



Interview

If you have been identified to move forward, a behavioural-based interview will take place that could be in-person or virtual, depending on location. If you are successful, you will move forward to the next step in the process. If you are unsuccessful after the interview, you will be contacted by your recruiter.

6



Background Checks

If you are selected to move forward in the process, you will be invited by email to complete a background check by our third party provider.

7



Offer

If you clear the background checks, you will be contacted by your recruiter and presented with our offer of employment. It's now up to you to either accept or decline our offer of employment.

8



Post Offer

Finally, depending on the position, you may need to complete some additional steps in our recruitment process. Your recruiter will provide further details.