

INTUITIVE

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# Hiring

### What is the standard hiring process?

As part of our hiring process, you will likely have an initial set of Zoom/Video interviews followed by an Onsite interview at our Corporate HQ in Sunnyvale or our local office. Here, you will meet face-to-face with some of our teams and tour our beautiful offices.

### How long does it take to hire at Intuitive?

From your first interview to an offer to join us, the process typically takes about 30-45 days.

### How do I know if my job offer is legitimate?

At Intuitive, your recruiter will always discuss a verbal offer with you before sending a formal offer.

### Are pre-employment screenings required for me to be hired?

Depending on the nature of your role and your location, you will be required to submit for a background check, drug testing, or sex offender registry, or to provide a record of current vaccinations.

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# Interview

## How should I prepare for my interview, and do you have any tips?

Start by getting to know us. Below are some useful links that will help you “get smart” about Intuitive. We’d suggest starting with our introductory video and our quarterly/annual earnings webcasts, then browse our careers site and blog to get a deeper look at the work happening across our teams.

[Intuitive By the Numbers](#)

[We Are Intuitive](#)

[Intuitive Earnings Report](#)

[Sustainability Report](#)

[Careers Blog](#)

[LinkedIn page](#)

[Youtube channel](#)

In terms of interview tips, you should know that during interviews we look for people who demonstrate our values and beliefs—Character, Capacity, Energy, and Experience. These are the four most important attributes we look for during the hiring process to identify if you’re a true match for our culture. You should come prepared with examples from your career and background that demonstrate these attributes.

Also, ask your recruiter for any specific questions you should be ready to answer to skills you’ll need to demonstrate. Our best tip: Be yourself! We want to get to know the real you to see how you’ll be an asset to Intuitive.

# Interview

## What is Behavioral Interviewing?

Behavioral interviewing is interviewing based on your past experiences rather than hypotheticals. For instance, we might ask you, "Tell us about a time you received constructive feedback that changed the way you work." Your answers will give us a fuller picture of your background and provide vital insights into whether you're a good match for the role.

## What if I need special accommodations for my interview?

Consistent with Intuitive's values and policies, and in compliance with federal and state laws, Intuitive provides reasonable accommodations to qualified individuals with disabilities. Please reach out to our HR Shared Services team at [HRHelpNow@intusurg.com](mailto:HRHelpNow@intusurg.com) to let us know if you are interested in opportunities at Intuitive and require an accommodation to complete a job application or to participate in any potential phase of the recruitment process.

## What interview tools do we use?

We use Zoom for all virtual interviews. Depending on the role, you may be required to take skills-based assessments, give a presentation, or take a dexterity test.

## What can I expect after my interview?

After you interview our team will debrief, and your recruiter will keep in contact with you to outline what comes next, answer any questions you may have, and keep you informed on our timeline.

# Job Application

## What can I expect after I apply?

The recruiting team will review your application within 5 business days—though if we're especially busy, it may take a bit longer.

## What if I want to work at Intuitive, but there aren't any open positions right now that interest me?

Join our Talent Community, by [clicking here!](#) Once you join, we'll automatically keep you updated about roles as they open.

## Can I apply to more than one job at a time?

Yes you can. Just make sure to review the requirements for each role to ensure you are qualified for each role you apply to.

## Can I edit my job submission?

No. But you can resubmit with the same email address and we'll combine the two submissions into one.

## What does it mean when I haven't received a response to my application?

It may mean we're dealing with a high volume of applicants or working through the tail-end of the recruitment process. But don't worry! Recruiters will update your status as soon as they can.

## Work Flexibility

### Does Intuitive offer remote jobs?

Yes! You'll see "remote" noted in the job description.

Note that in the U.S., we're restricted from hiring for remote roles in some states.

### Are Intuitive employees required to work in person?

For some roles, yes. For example, manufacturing associates and technicians are required to be on-site.

### Are employees required to get the Covid-19 vaccine?

Depending on the nature of your role, you may be required to show proof of COVID-19 as well as other vaccinations.

### What resources does Intuitive offer employees to help cope with challenging times?

We offer free mental health counseling, virtual physical therapy, sick time, time-off, medical support programs, and medical benefits.

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