



*Recruiting and developing the next generation of  
business leaders and entrepreneurs*

## Stages of Recruitment Descriptions

### Stage 1: Application and University Events

*Application* | Have your resume ready to go. The application is only 3 minutes long if your resume is fully prepped.

*University Events* | Orr Fellows will be visiting campuses throughout the months of August and September. Contact your school lead to find opportunities to meet Orr Fellows at your university.

### Stage 2: fORRums and Board Member Interviews

*fORRum Webinar* | This is your opportunity to meet and network with Orr Fellows virtually. Hear what parts of Orr excite you most. Come ready to connect and feel free to ask questions along the way.

*Board Member Interviews* | Introduce yourself and become acquainted with our board members. Review your resume and be prepared to speak towards your experiences and how they can connect back to Orr Fellowships values in a 30 min 1:1 interview. The best tip? Be yourself! These interviews are in person or virtual depending on your location.

### Stage 3: ROTC and Re-Application

*Reception On The Circle (ROTC) Networking Event* | You are invited to come to the Circle City to join candidates and current Fellows for a night of excitement. ROTC aims to inspire, inform, and empower potential future fellows as they embark on their journey towards becoming part of this prestigious community. This is one of our **best** recruitment events and is highly recommended!

*\* If you have questions/concerns about traveling to Indianapolis please contact your Orr Fellowship representative as early as possible to explore options*





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### **Stage 3: ROTC and Re-Application (Continued)**

*Re-Application* | At this stage in the recruitment process, we ask that you commit to Orr by submitting a re-application. Candidates take a Predictive Index test, which offers valuable insights into their unique skill sets and potential. Additionally, candidates to submit a personal essay sharing their commitment and vision for becoming part of the Orr Fellowship community.

### **Stage 4: Finalist Day Interviews!**

*Pre-Finalist Day Welcome Event* | Reconnect with candidates and current Fellows to celebrate becoming an Orr Fellowship Finalist Day candidate! This event takes place in Indianapolis the day prior to Finalist Day. Take this time to truly celebrate your hardwork and dedication to the recruitment process.

*Finalist Day* | Prepare to have a truly unique experience on the highly anticipated Finalist Day! Each finalist will have the opportunity to interview with 4-5 of our 70+ Partner Companies in a 45min in-person interview. We recommend that candidates take time to research the specific companies they will interview with and reach out to any current fellows/personal connections they have. Thorough research will add additional insight to the culture of the company and make candidates feel more prepared for the interview.

*Post Finalist Day* | After interviews are complete both the candidate and Partner Companies will rank each of their interviews and Orr Fellowship will match candidates to their Partner Company! Candidates will get a call on the night of November 17th if they have been offered a job from a Partner Company. Candidates may decline - and they should do so - if they can't envision working at a company for two years. If candidates decline their offer, they will not be able to continue as an Orr Fellow.

