



AdventHealth Leadership Residency Interview Process

1. **Candidates apply via Online Application**
2. **Heritage Recruiting Team screens and interviews candidates**
3. **Candidates complete HireVue* essay & video questions**
**HireVue must be completed to be considered as an applicant*
4. **Residency Director & Associate Program Manager review HireVue and interview applicants**
5. **Current Residents interview applicants**
6. **Preceptors & Business Expertise Executives review and interview applicants**
7. **Finalists are selected and notified**
8. **Key Executive Sponsors conduct final interviews**
9. **Candidates are selected and provided formal offer**