



CREW AXIS

Recruitment & Talent Vetting Process

At Crew Axis, we take screening seriously so employers can hire with confidence. Every candidate goes through a thorough, multi-step process:

1. Comprehensive Candidate Form

Each applicant completes our detailed Crew Axis Candidate Registration Form, providing personal details, work history, tools inventory, and salary expectations. The form also includes consent for a drug test or credit check if necessary. Candidates confirm they have or can access basic tools required for their trade.

2. Tools Competency Declaration

Candidates complete a Tools Competency Form, rating their proficiency with essential tools. This helps us accurately assess their abilities and match their skills with their salary expectations—ensuring employers receive the best value without compromising quality.

3. Initial Screening Interview

Our talent coordinator conducts a phone or video interview to evaluate each candidate's trade experience, communication skills, and job readiness. At this stage, we also consider how their skills align with their salary expectations.

4. Reference Checks

We contact work and professional references to confirm employment history, reliability, and on-site performance. We also speak with a personal reference to understand the candidate's character and professionalism outside of work.

5. Work Evidence & Tool Verification

Candidates provide photos of past work and themselves on site to verify their experience. When appropriate, we meet candidates in person to inspect their tools and may consult experienced tradespeople to validate their skills.

6. Final Verification & Talent Pool Admission

Only candidates who successfully pass all checks are added to our talent pool. By balancing their skills with salary expectations, we provide employers with pre-vetted, cost-effective talent matched to their project needs.