

## Open and transparent. Our application process.

### Application.



5 minutes

You give us an insight into your life:

- Cover letter, CV, relevant references and certificates
- Apply online:  
[www.ecomal.com](http://www.ecomal.com)
  - Career
  - Job opportunities

### Document check.



approx. 2 – 4 weeks

We carefully check your documents:

- Automatic confirmation of receipt
- Collection and review of the application documents, Sending personal confirmation of receipt
- Pre-selection and forwarding the documents to the department

### Selection process.



approx. 4 - 8 weeks

We gain an impression of you and you of our company:

- Invitation to the first job interview with HR and the department, if applicable via phone / MS Teams
- Second interview with insights into your future workplace and getting to know the team

### Employment.



approx. 2 weeks

We match each other:

- Works council hearing
- Preparation and signing of contracts
- Welcome to ECOMAL!