



## Recruitment strategy for Plastic Bank: Hiring people, not just resumes

At **PlasticBank**, we believe that **hiring the right people** is more important than just filling roles. It's about finding individuals who embody an entrepreneurial mindset. Our recruitment strategy is built on the philosophy that **we hire people, not just resumes**—seeking individuals with the right mindset, values, and potential, not just technical qualifications.

We don't just look for experience; we look for **entrepreneurial, growth-oriented people**—individuals who are committed to self-development, learning every day, and pushing themselves to be better. We hire **self-starters** who take ownership of their work and thrive in a fast-paced, impact-driven environment.

### 1. Defining the right hiring process

To ensure we attract and retain the best talent, we implemented a structured hiring framework:

- **Shared vision, values and mission:** Before posting any job, we define the essential qualities, values, and soft skills needed for success at PlasticBank. Our vision, values and mission are not just a poster on the office wall. Every role must contribute to the company's vision and mission, and the right candidate must share those values, vision and mission in everyday life.
- **Skills, growth and personality-based screening:** Instead of relying solely on resumes, we've introduced TestGorilla, a candidate evaluation tool that minimizes unconscious bias in our hiring process.
  - **Personality traits** (e.g., adaptability, resilience, teamwork, leadership potential)
  - **Entrepreneurial mindset** (initiative, innovation, and ownership)
  - **Problem-solving skills** (ability to think outside the box and navigate uncertainty)
  - **Adaptability & resilience** (capacity to pivot and overcome obstacles)
  - **Growth mindset** (ability to learn, develop, and improve continuously)
  - **Culture fit** (alignment with Plasticbank's sustainability and impact-driven values)

### 2. The right people, the right way

To ensure we hire people who thrive in our environment and are entrepreneurial thinkers, we implemented:

- **Behavioural interviews:** Instead of the standard Q&A, we focus on initiatives and ask candidates to share examples of when they:
  - took initiative to solve a problem beyond their job description,
  - led an innovation or process improvement,
  - navigated uncertainty or pivoted to a better solution,
  - handled challenges, demonstrating their strategic thinking, creativity, and problem-solving abilities,
  - actively worked on their own development, and



- o dared to attempt how something can be done better than how it has always been done.
- **Growth-oriented hiring:** We prioritize candidates who demonstrate a commitment to **continuous learning, self-improvement, and seeking new challenges**. We believe that **skills can be learned**, but the right mindset is what drives long-term success.
- **Collaborative decision-making:** A diverse interview panel—including managers and team members, will ensure balanced and unbiased hiring decisions.

### 3. Ensuring an engaging and seamless candidate experience

A great hiring process doesn't just evaluate candidates—it attracts the right ones. To achieve this:

- **Transparent job responsibilities:** Clearly defining the role, expectations, and the impact the candidate can make.
- **Efficient and engaging process:** Keeping interviews structured but conversational, allowing candidates to showcase who they truly are.
- **Feedback and communication:** Providing timely feedback to every shortlisted candidate, ensuring a positive experience regardless of the outcome.

### Conclusion

PlasticBank ensures that we hire innovators, not just employees. We are building a team of individuals who are driven by purpose, hungry for growth, and committed to making a real impact.

When we hire the right people, we don't just fill positions—we build a culture of ownership, continuous learning, innovation, and success.