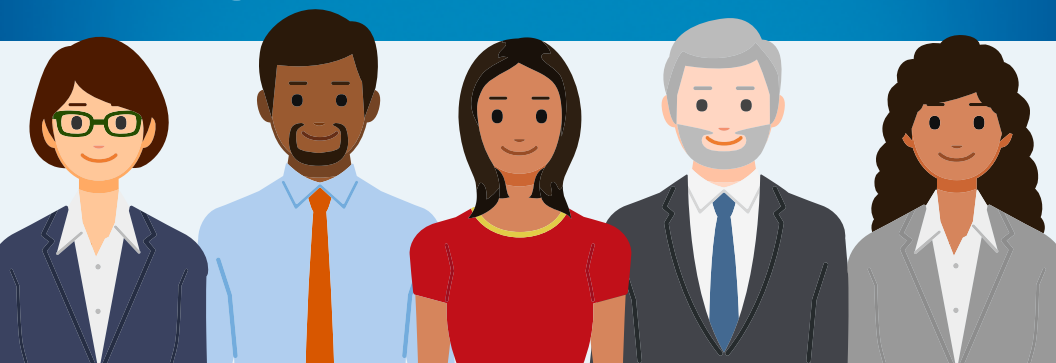


Blue Cross Blue Shield of Michigan Hiring Process



You just applied. What happens next?

Over the next several weeks, we'll begin the hiring process for the position.

This is how we do it.

Step 1

Review & Selection



Our Talent Acquisition consultants will review applications and select candidates who are qualified for the position.

This may take two or more weeks.



Qualified candidates meet or exceed minimum qualifications and passed the online assessment (if applicable).

Step 2

Screen & Interview



Next, our Talent Acquisition consultants will reach out to qualified candidates for a phone or video screen.

This part of the review may take more than three weeks.



Resumes are sent to hiring managers for consideration.

Qualified candidates are invited for an interview. The review and interview process generally takes three to four weeks, but it may take longer. Some positions require second and third round interviews, which may add a week or more to the process.

Step 3

Selection & Offer



After careful review of interviews, we'll extend an offer to a qualified candidate. This may add another two to three weeks to the process.



After an offer is accepted, all other applicants are notified by email that the position has been filled.

Want to know the status of your application?



Visit mibluelalent.com, click *Sign-in* and check your status.

If you're no longer being considered for a position:

Research, Revise & Submit



Research career opportunities on mibluelalent.com.

Take note of responsibilities and qualifications.

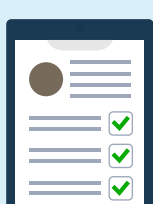
Match your qualifications to those listed in the job description.



Revise your resume to clearly state how your skills and experience match the required qualifications of the job.



Review the Blue Cross Blue Shield of Michigan career site and social media channels to see if you would be a good fit with our culture, mission and values.



Submit your application.

Some applications require an assessment and video interview.

Make sure you give yourself enough time to complete the assessment.

Follow us and see what life is like at [#BCBSMCareers](https://twitter.com/BCBSMCareers).



Blue Cross
Blue Shield
Blue Care Network
of Michigan

Nonprofit corporations and independent licensees
of the Blue Cross and Blue Shield Association