



Employment Application

Our goal is to build the strongest team possible and to do that we believe it takes a diverse mix of skills, experience and personalities. This questionnaire is meant to serve both of our interests by helping us get to know you and understand if we are a good fit for each other. So, instead of trying to jam these questions into a typical interview, we figured it would be much more valuable for everyone if you had the time to complete it at a pace that suits you and to the degree you see fit. It is not about trying to find faults or determining how good a wordsmith you are, so don't feel like you must write a novel or have perfect grammar, simple is good. If you don't have an answer or aren't comfortable with a question, no sweat, just leave it blank. If, once we've reviewed your answers, we think you could be the right fit for the team, we'll line up a time to meet in person so we can learn more about you.

There is no wrong answer so please take the time to answer honestly and as completely as you can.

Upon completion, please submit a copy of the application in PDF format, along with your resume and references, through our website at wilddevelopments.ca/careers.

Thank you in advance for your time and consideration.

Yours Truly,

Travis & Ryan
Wild Developments Ltd.

Application

Contact Information:

Full Name: _____

Phone Number: _____

Email: _____

Position Applying For: _____

Date: _____

Privacy Policy:

This application form and its contents are confidential and intended solely for the use of the applicant. The information contained herein may not be disclosed to any third party, reproduced, or distributed in any form without the express written consent of Wild Developments Ltd.

By submitting this application, you acknowledge and consent to the collection, use, and storage of your personal information by Wild Developments Ltd. for the purpose of assessing your suitability for employment. This includes any information you provide directly in your application, as well as information obtained through reference checks, background screening, or interviews.

Your personal data will be treated confidentially and securely in accordance with applicable data protection laws. It will only be accessed by authorized personnel involved in the recruitment and selection process and will not be shared with third parties without your explicit consent, except where required by law.

If your application is unsuccessful, Wild Developments Ltd. may retain your information for a limited period (up to 12 months) to consider you for future job opportunities, unless you request otherwise.

You have the right to request access to, correction of, or deletion of your personal data at any time by contacting admin@wilddevelopments.ca.

By continuing with this application, you confirm that you have read and understood this privacy statement and agree to the processing of your personal data as described.

Questionnaire:

About you:

1. What interests you most about the position?
2. Are you interested in a full-time or part-time position?
3. What is your preferred shift? Are you available to work a regular shift that includes Saturday and/or Sunday?
4. How has your safety record been over your career? Have you ever had an incident or close call in the workplace?
5. Are you familiar with general industry safety standards/procedures such as to Lock-Out/Tag-Out? Can you provide another example you're familiar with?
6. What would be your response to a situation where you witness an unsafe act or someone not following standard safety procedures?
7. Are you more inclined to get the job done fast and clean up after, or take a little longer to get it done but clean up as you go?
8. Would you say you're more of the quiet type who keeps to themselves or more of the outspoken type, who typically speaks up?
9. Are you more inclined work straight to the end of shift to get as much done as possible or stop 30mins early to finish paperwork and set up for the next day?
10. If, by the end of shift there is only an hour's worth of work left to have a project wrapped up, what would you typically do?

Application

11. On a scale of 1 to 10, how picky are you about keeping your work environment (equipment, office, vehicles etc.) clean?

12. When presented with a new project or task, are you more inclined to assess it carefully and find the hurdles before starting or do you prefer to go with your gut and deal with hurdles as they come?

13. You're working on a priority project that needs to be complete by the end of the day, but you've hit a roadblock, and you can't get a hold of a supervisor for support. What do you do?

14. What does the phrase "critical thinking" mean to you, and why do you feel it is important?

15. Can you give an example of a situation where you've had to apply critical thinking skills?

16. If you can, please fill in the blanks to finish these phrases?
 - a. Doing _____ is better than doing nothing.

 - b. We don't find problems, we find _____!

17. Would you say you're typically a "go with flow" type of person or more of a "lead from the front" type person?

18. Do you like to try new things, even at the risk of failure, or do you prefer to play it safe and do things the way that has always worked?

19. Are you more of an "ideas" person or an "implementor of ideas" person? Both are equally important.

Application

20. Please give an example of an innovative idea you've had or implemented in the past.

21. There is one person on your team who is consistently breaking rules when the supervisor is away, and it is really frustrating for you. How do you deal with it?

22. As someone who leads by example, what is your number one priority on any given day, as far as you and your team are concerned?

23. What is your experience with using and sending emails?

24. Are you familiar with using smart phone apps to communicate and complete daily work and safety documentation?

25. We are a family-oriented company and believe being happy at work goes hand in hand with being happy at home. What does an ideal work-life balance look like for you?

26. We are trying to build a team that is the best at what we do and to do it we are looking for the best people. If you're in charge of building the team, what core qualities are you look for in people.

27. If you're asked to do something you don't agree with, how do you respond?

28. What does "doing the right thing, even when no one is watching" mean to you? Can you give an example from your past work?

Application

29. What kind of work are you most proud of, and why?
30. Have you ever made a mistake that impacted others at work? What did you do afterwards?
31. What do you think separates someone who's "good at their job" from someone who is "Great!" ?
32. What behaviors or attitudes do you believe poison a team's culture? How do you respond when you see those things happening?
33. What makes you feel like you are doing meaningful work?
34. If you were the owner of the company, what culture would you want to build and why?
35. What is most important to you in terms of the work you do? Please rank from 1 to 7, 1 being most important.
- Wage
 - Schedule, being home every night
 - Responsibility and opportunity to progress
 - Benefits
 - Love of the work
 - Being on a great team
 - Other:
36. Are you able to provide references from your last three previous employers? If not, please explain.
37. Have you left your previous employers on good terms?
38. Have you ever been terminated or suspended from any previous employment?

Application

39. Each day typically starts at 6am at our shop in the Crowsnest Pass, are you able to be at the shop and ready to work at this time each day?
40. Do you have access to a smart phone for regular communication?
41. Do you have regular access to a computer with internet for the purposes of communication, training, online meetings etc.?
42. Are there any scenarios or commitments you have that will require time away from work between now and the end of the year?
43. Have you had any extended leaves of absence or gaps in your employment in the last three years? If so, can you provide details?
44. On average, how often do you miss work, or are late?
45. What class driver's license do you currently hold, and do you have any current driving restrictions?
46. Do you have a clean driving record? Are you able to provide a current drivers abstract?
47. Are you able to provide a criminal record check?
48. Are you able to complete drug & alcohol screening if required?
49. Have you ever been banned from working at any of the local mines or any other site or company for any reason? If yes, please explain.
50. Do you have any other limitations that might restrict you from doing certain aspects of this job?
51. What hourly wage would you expect?
52. When can you start?

Field Positions:

*If you are applying for an "office only" position then you are not obligated to complete the following field related questions.

1. Are you able to safely lift up to 60 lbs?
2. Do you have any problems working in dusty and/or dirty environments?
3. Are you able to be clean shaven when required in order to properly don a respirator mask for dusty conditions?
4. In this role, what type of documentation would you typically expect to fill out daily?
5. What is your experience loading and hauling equipment? What type of rigs have you driven?
6. Are you familiar with operating a commercial vehicle which requires keeping daily electronic logs, going through scales, CVIPs ect?
7. Are you interested in operating a commercial vehicle on a regular basis if required to transport equipment to and from various sites?
8. Do you have experience working in a mine, or similar heavy industry and are there any reasons you could not, or would not want to?

The End!

Thank you very much for taking the time to complete the application, we look forward to reviewing it!