

What to Expect in Mixte's Hiring Practice

As a social justice communications agency, Mixte is committed to an equitable hiring process that is in alignment with [our values](#) and our pursuit of justice for all people.

Mixte is a signatory of the [10-step Progressive Hiring Pledge](#). That means we:

- Stick to the plan — by sharing this standardized process
- Said goodbye to formal education requirements years ago
- Post all open positions externally
- Include salary — because [who has time for pay inequity?](#)
- Create comprehensive job descriptions
- Offer accommodations for people with disabilities
- Position diversity as a top priority in our recruitment blueprint
- Get curious about your DEIJ strengths and cultural insights
- Won't leave anyone hanging — we respond to all applicants within a week of reviewing their application
- Build an intentional Mixte University onboarding adventure when we hire you

All searches will include:

- Transparency with you on timeline, and Mixte will strive to complete the hiring process within 1-2 months of posting
- Interview questions that are shared with you at least 24 hours in advance of interview
- Interview experiences where you can be comfortable, engaged and ask questions expecting authentic and honest answers

When a job is posted at Mixte, you can expect the following process:

Step 1 – This will likely involve no more than 10 candidates: 15-minute phone conversation between you and the Mixte Superstar who is hiring.

Step 2 – We try to limit this to around five candidates: 45-minute video interviews with 2-3 MixTeam members selected specifically for the open position.

Step 3 – We try to limit Steps 3 and 4 to three candidates: One timed 60-minute exercise. This is solely to see how you think, create and present and any materials, images or text you submit will never be used by Mixte.

Step 4: A 15-minute presentation for you to show your work and communication style. Followed by a 45-minute casual conversation with 4-6 MixTeam members.

Step 5: Once we know who we want to offer the job to, we will have a heart-to-heart conversation on culture, work pace and workload. This is often with the hiring Superstar, but can be anyone on the MixTeam.

Step 6: We extend you an offer and hope you'll accept within 48 hours.