



PRODUCT MANAGEMENT AT DICK'S SPORTING GOODS: JOIN OUR TEAM

Welcome to our Product Management recruitment experience. We're thrilled that you're interested in joining our team and we can't wait to learn more about you, plus allow you the opportunity to get to know us. We believe selecting the right talent is key to our success at DICK'S Sporting Goods, so here's what you can expect throughout the recruitment experience.

STEP 1: ONLINE APPLICATION

The first step is to apply online to a Product Management role at dickssportinggoods.jobs. While you're there, we would encourage you to learn more about our team, our culture, life in Pittsburgh and more!

STEP 2: THE PHONE INTERVIEW

If your application matches what we're looking for, a recruiting teammate will set up a phone conversation. During this interview we'll review your background, knowledge and skills to help match you to the right team and level. This is also a great time to answer any questions you might have about our company, the opportunity and the recruitment experience.

STEP 3: THE ASSESSMENT PROCESS

After a successful phone conversation, you'll be invited to participate in two assessments. We use The Hogan Personality Indicator and the Watson Glaser Critical Thinking Appraisal. These help us match talent to the right team and learn about how you approach problem solving. You can expect this step to take less than an hour to complete. In Product Management we are data driven and this data helps us to shape our questions to ensure a good team match.

STEP 4: CAMPUS VISIT

Following the assessments, you'll be invited to visit our amazing campus. During your visit our team will deep dive with you into the role, culture and performance expectations. We'll also discuss what you may bring in knowledge, skills and abilities to help DICK'S Sporting Goods be the best sports company in the world. While you're onsite we'll be ready to answer any and all of your questions and you'll get to meet some of the Product Management teammates.

Campus Visit Agenda:

1. **Product Management technical interview:** Our Director will use behavioral based interviewing to learn more about your technical background and success stories.
2. **Product Management exercise:** Our Director and a Sr. Product Manager will walk you through a real life scenario in which you will star as our Product Management expert. There's nothing to prep for this. We enjoy seeing how our teammates think and want you to work alongside of us to get a sense of how we operate.
3. **Culture and Career interview:** Our HR Leader will spend time exploring your overall preferences for the type of work that makes you happy, how you like to approach problem solving and what types of leadership best supports you.
4. **Tour:** Then, you will get the opportunity to explore our campus with the Sr. Product Manager and ask any 'day in the life' questions you may have. We love a curious Product Management teammate!

FINAL STEP: SIGNING DAY!

If we've hit a home run and want you to be the next DICK'S Sporting Goods teammate, a member of our Product Management leadership team will contact you to talk about joining the team. After that, your recruiter will be in touch with all the final details and prep you for your first day. Now the real fun begins – the opportunity to make a big impact here at DICK'S.