

The Candidate Experience

Completing and Submitting your Application



able. accessible. accountable.

Snyder's-Lance External Career Portal

Snyder's-Lance Careers Website

www.snyderslance.com/careers

Go to snyderslance.com

Snyder's-Lance CAREERS

INCORPORATED

▶ About Us | ▶ Our Culture | ▶ View from the Inside | ▶ Associate Benefits | ▶ **Search Jobs**

There's a little Snyder's-Lance in all of us.
Perhaps there's a little in you too.

Welcome to our careers site.

Get to know us

A lot goes into making some of the world's greatest snack foods. Our recipe consists of pride, passion and people.

Find your satisfying career with Snyder's-Lance.

We're known for some of the world's favorite snack foods, but the ingredients that make us special are our people. Snyder's-Lance offers enriching career opportunities fortified with the strength and stability of an organization that values its associates.

Join us, and get a taste for Snyder's-Lance!

▶ **Apply Now**
> [Click here to apply](#)

▶ Our Culture
> [Click here to learn more](#)

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Job Search Page

Welcome. You are not signed in. | [My Account Options](#)

Job Search | **My Jobpage**

Basic Search | **Advanced Search** | All Jobs

Basic Job Search

[Search Criteria](#)

Specify your job search criteria, then click "Search for Jobs."

Snyder's-Lance Inc. is an Equal Opportunity Employer and is committed to working with and providing reasonable assistance to individuals with physical and mental disabilities. If you are a disabled individual requiring an accommodation to submit your resume for an open position, please email your request to TalentAcq@snyderslance.com or Call 1-866-695-2523. Only Request for an accommodation based on a physical or mental disability should be communicated through this central email address and phone number. General employment questions cannot be accepted or processed here. Thank you for your interest in Snyder's-Lance.

Job Number

Keywords

Job Field

Job Field

All

From the Snyder's-Lance external careers page, you are able to access various links to view content related to the organization, the corporate culture and an overview of our benefits program. In order to view and submit for job openings, you may select the "Search Jobs" or "Apply Now" links on the page. Once either of these links are selected, you are directed to the Job Search page.

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Job Search Options

Job Search Page

Once you have accessed the job search page, you are able to search for job openings that match your skillset in multiple ways.

The screenshot shows the job search interface with several key elements highlighted by yellow boxes and arrows:

- Job Number:** A text input field for entering a specific job ID.
- Keywords:** A text input field for entering search terms.
- Job Field:** A dropdown menu currently set to "All".
- Location:** A dropdown menu currently set to "All".
- Search for Jobs:** A prominent button to execute the search.
- Search Results:** A section showing 102 jobs found, with the first two results listed: "Technical Lead, Financial Systems - Charlotte, NC" and "Project Engineer - Charlotte, NC".
- Page Navigation:** A set of buttons for navigating between pages of results, with "1" highlighted.

Job Number – If known, enter the job number of the specific opening you are looking for.

Keyword Search – Use keywords, skillsets, specific industry terms or location names to narrow the job search selection.

Click **Search for Jobs** once you've made your specifications.

Below the search options, the current openings are automatically listed in alphabetical order on the job search page.

Page Navigation – Select the "Next" button to view job openings listed on following pages.

Job Review & Privacy Agreement

Welcome. You are not signed in. | My Account Options

Job Search My Jobpage

Basic Search Advanced Search All Jobs

Basic Job Search

Search Criteria

Specify your job search criteria, then click "Search for Jobs."

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Job Number

Keywords

Job Field

Job Field

All

Sr Dir Bakery Services

USA-North Carolina-Charlotte

Full-time

Requisition ID - 10382

Apply | Add to My Job Cart | SHARE

When a position interests you, you can click on the **Job Title** in order to view the full job description.

Click **Apply** to begin the application process.

Once you have begun the application process, you will be required to agree to the Snyder's-Lance Privacy Agreement in order to create an applicant profile.

Select the **I Accept** button in order to proceed with the application process.

Welcome. You are not signed in. Sign In

Printable Forms

Privacy Agreement

Please carefully read the following information. If you accept these stated terms, conditions, and provisions, print this page for future reference prior to clicking the "I Agree" button below.

(A) I understand that the completion of this application does not indicate there are open positions and does not obligate the Company in any way. Should I be offered employment with the Company, I further understand that the offer of employment may be conditioned on my meeting additional pre-employment criteria. I understand that the applicable pre-employment criteria will vary depending upon the position for which I apply as well as applicable state and federal law, and that such pre-employment requirements may include, but are not limited to, being legally authorized to work in the United States of America, passing a medical exam and/or a drug test, and meeting the Company's criteria for a satisfactory background check. I understand that if I fail to satisfy any applicable prerequisite to employment, any job offer will be withdrawn, and I may be disqualified from employment with Lance for a period of time.

(B) I understand that Lance will conduct a background check as part of its hiring process and that I will be required to sign necessary authorization forms. I hereby release (i) Lance, its officers, directors, employees or agents, and (ii) any individuals, corporations, or organizations who provide information as part of the authorized background check, from any liability for claims for damages which may result from providing or obtaining the information requested by Lance as part of its authorized background check.

(C) I understand that Lance is an Equal Opportunity Employer. The Company recruits (and hires) qualified candidates without regard to race, color, sex, religion, national origin, age, or disability.

I Accept | I Decline

New User Registration

Snyder's-Lance Careers
INCORPORATED

▶ About Us | ▶ Our Values | ▶ View From the Inside | ▶ Associates Benefits | ▶ Search Jobs

Welcome. You are not signed in.

Login

To access your account, please identify yourself by providing the information requested in the fields below, then click "Login". If you are not registered yet, click "New user" and follow the instructions to create an account.
Mandatory fields are marked with an asterisk

*User Name
snyderslance

*Password

[Forgot your user name?](#)
[Forgot your password?](#)

Login New User

Powered by Taleo

You will be required to provide a **User Name** and **Password** when creating your profile for the first time.

If this is your first time logging into the system, you should select **New User**

The Career Section uses **your e-mail address** (not your name) as your **unique identifier**. You must always type the same e-mail address when accessing your information. It is important that your e-mail address is spelled correctly, and please note that it is case sensitive. If you do not have an email address, you may obtain one at no expense to you by visiting AOL, Yahoo, or Google.

*Question
favorite color

*Answer
crimson

OK Sign out

After Registering, you will be prompted to create a security Question for your profile.

Candidate Profile Progression Page

Once your profile has been created, you will be required to provide specific information in order to complete your application.

The screenshot shows a web application interface for a candidate profile progression. At the top, there is a navigation bar with "Job Search" and "My Jobpage" buttons. Below this, the user is logged in, and the current job application is for "Sr Dir Bakery Services (Job Number: 10382)". A progress bar indicates "Step 1 out of 6" steps. The progress bar contains several steps: Resume Parsing, Personal Information, Experience / Education / Certifications, References, Lance Questionnaire, Additional Information, and EEO. The "Resume Parsing" step is highlighted with a yellow box. Below the progress bar are three buttons: "Save and Continue", "Save as Draft", and "Quit". The main content area is titled "Resume Parsing" and has a sub-section "Resume Upload" highlighted with a yellow box. This section contains instructions on how to upload a resume, a radio button selection for "I do not want to upload a resume" (selected) and "I want to upload a resume", a text input field for the resume file, and a "Browse..." button. A note at the bottom of the section states: "Note: Once the process is completed, please verify the fields containing values automatically extracted from the resume. You may have to manually correct or fill out some of them." At the very bottom, there is a McAfee logo and a statement: "The attachment will be scanned to ensure it does not contain any viruses."

Profile Progression Bar– Defines the steps necessary in order to complete your application

Resume Upload– Choose the appropriate option if you would like to upload your resume into the system. *Please note that by uploading a resume, some of the required fields will be auto-populated and may speed up your application process.*

Click **Save and continue** once you've made your selection in order to move to the next step of the application process.

Candidate Application Completion

The screenshot shows a candidate application form with a navigation bar at the top containing tabs for Resume Parsing, Interests, Personal Information, Experience / Education / Certifications, More Information, Additional Information, and Summary. Below the navigation bar are three buttons: 'Save and Continue' (highlighted in yellow), 'Save as Draft', and 'Quit'. The 'Personal Information' section is active and contains the following fields:

- Anonymous Job Submission
- Prefix:
- *First Name:
- Middle Name:
- *Last Name:
- Suffix:
- *Street Address (line 1):
- Address (line 2):
- *City:
- *Zip/Postal Code:
- *Place of Residence Country:
- *Primary Number:
- Home Phone Number:
- Cellular Number:
- Work Phone Number:
- *Email Address:

A 'Multiple select' tooltip is visible on the right side of the form, stating: 'To (de)select using a PC, hold key and click (for Mac, use key)'. Two arrows point from the 'Save and Continue' button and the 'First Name' field to explanatory text on the right.

Click **Save and continue** once you've completed this section in order to move to the next step of the application process.

As you complete the application, mandatory fields are noted with a * (red asterisk). You will not be able to proceed with your application until each mandatory field has been completed on the current page.

Candidate Application Completion

After completing all sections, you will be able to review your entire application before making a final submission for consideration.

Welcome Test Tester, you are signed in. | My Account Options My Job Cart (0 items) | Sign Out

[Job Search](#) [My Jobpage](#)

Applying for: **Market Developer- San Antonio, TX (Job Number: 11776)** Step 9 out of 9 | [Print/Email](#)

☐ Experience / Education / Certifications ☐ Shift Grid ☐ Snyder's-Lance Questionnaire ☐ References ☐ Additional Information ☐ EEO ☐ Summary ☐

[Submit](#) [Save as Draft](#)

Summary

This summary displays the information included in the job submission form. To modify some specific information, click "Edit" next to the relevant section.

Personal Information [Edit](#)

Personal Information

Test D Tester
11102 Thousand Oaks Drive
Huntersville, NC
United States—North Carolina—Charlotte
dgadson727@gmail.com

Prefix _____
Suffix _____

Primary Number _____	Work Phone _____
Home Phone Number _____	
Cellular Number _____	
Work Phone Number _____	704-557-8347

Please list any relatives currently employed with Snyder's-Lance or any of its affiliates:
Mary Owens

Were you ever employed by Snyder's-Lance or any of the affiliates?
No

If yes, when, where and in what position?

Basic Profile Information

Upon final review of the information submitted, click **Edit** if you would like to make changes to the information listed in your application summary.

Once complete, select the **Submit** button to have your information attached the position.

Candidate Confirmation Correspondence



Dear Test:

We have received your application for the position of Maintenance Mechanic 1-11513 and are currently reviewing your experience and qualifications.

If you would like to review your candidate file, [click here](#).

If your profile corresponds to our requirements, a member of our HR Department will contact you soon.

We thank you for your interest in Snyder's-Lance.

Best regards,
Corporate Talent Acquisition & Selection
Snyder's-Lance

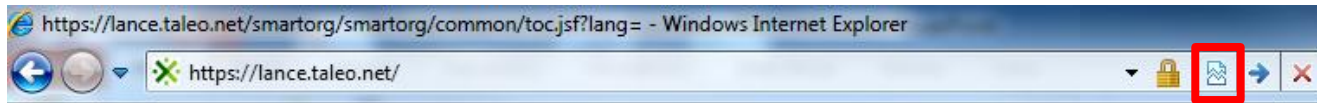
Replies to this message are undeliverable and will not reach the Human Resources Department. Please do not reply.

After selecting the submit button, you should automatically receive a posting confirmation similar to the message shown via email. This email will confirm you have applied for the specified position of interest or submitted your information for general consideration.

FAQ's Frequently Asked Technical Questions

Q. I am experiencing technical difficulties. What should I do?

A: Please read through the supported browser requirements outlined in the next question and ensure that your computer is set up accordingly. Many times this helps resolve the issue and can get you back on track in completing your application. If you have Internet Explorer 9 (IE9) as your web browser, you will need to select the compatibility icon highlighted in red below. If these suggestions do not resolve your issue, please send an email to talentacq@snyderslance.com for assistance.



Q. What browser is supported by the careers site?

A: If you are currently using a pc to access the site, the system supports Internet Explorer 8 with Compatibility View, or Firefox 3.6 with Windows XP operating system or above have the best results. Chrome has mixed results and is not recommended. If you are using a Mac, both Safari 4.x and Firefox 3.6 (OS X 10.4 and later) are supported by the system. Other operating systems such as Linux are not recommended.

Q. What do I click on if I get a security notice popup at log on?

Security notices change, so please read the question carefully. If you see a security notice asking to block content, click "No" you do not wish to block content. If the security notice asks you to show all content, click "Yes" to show all content. If you select the wrong answer, some of the content will not display correctly.

Q: I am a returning candidate to the Career Section. How do I access my existing candidate file?

A: The Career Section uses **your e-mail address** (not your name) as your **unique identifier**. You must always type the same e-mail address when accessing your information. It is important that your e-mail address is spelled correctly, and please note that it is case sensitive. If you do not have an email address, you may obtain one at no expense to you by visiting AOL, Yahoo, or Google.

Q: I am a returning candidate to the Career Section and I have forgotten my password. How can I log in now?

A: If you have forgotten your password, click the "Forgot Password" hyperlink that appears in the login screen. A Change Password Request screen will appear. To request a password change, enter your e-mail address and click the Send Request button. A security code, a Web address, and instructions on how to proceed will arrive by e-mail a few minutes after having requested the password. Note your security code and click the Web link address. Enter your e-mail address, the security code, and your new password. Then re-enter your password and click the Change Password Now button. This will display a screen indicating that the password has been successfully changed. Now you can click the Jobs hyperlink to continue searching for jobs or click the [Candidate Profiler](#) hyperlink in order to continue to update your profile.

Q: I do not have a prepared resume. Can I still apply for a position with Snyder's-Lance Inc.?

A: Yes, our web-based hiring management system utilizes an automated skills-based recruiting methodology, instead of the more traditional resume-based method of recruiting. To apply for a specific job that is posted, simply click on a specific job title and answer specific questions relating to the job application.

Q: I have a prepared resume and would like to attach it to my candidate file. Can I attach a Word document to my online application?

A: Yes, our system enables candidates to attach files, such as a resume, a letter, or other information, while filling in a job-specific application or a profile. You can forward a copy of your resume along with the application in one of two ways:

- Cut and paste an existing file
- Select and attach a file

FAQ's Frequently Asked Employment Questions

Q: How do I know if the positions currently posted on the website are still available?

A: The Snyder's-Lance Inc. Recruiter is responsible for handling the recruiting of the particular opportunity posts the open position directly to the website. Since positions are posted in real time, and not by a third party, our team of Recruiters at Snyder's-Lance Inc. ensure that all posted positions are current.

Q: When I apply online to a company, I always wonder if a real person ever sees my information. Wouldn't it be better for me to e-mail or fax my resume to Human Resources so that I can be sure they have it?

A: Actually, the best way to ensure that the Recruiters at Snyder's-Lance Inc. see your information is to apply online. When you apply online for a specific position, your *completed* online application is received in real time immediately by the Recruiter who posted the position. Faxed and mailed paper resumes may experience delivery difficulties and therefore, are not the most efficient way to submit your qualifications for review.

Q: I have applied online and also faxed my resume to Human Resources. When will someone in Human Resources call me?

A: We genuinely appreciate your interest in exploring employment opportunities with Snyder's-Lance Inc. We are also excited that over the past year, thousands of candidates have applied online through our website. In addition, we still receive numerous faxed and mailed resumes as well as walk-in applications each year. Due to volume, we regret that we are unable to personally contact each and every candidate who applies with Snyder's-Lance Inc. Please be assured, however, that a member of the Recruiting team reviews every online application, faxed resume, mailed resume, and paper application. A Recruiter will then contact those candidates whose qualifications most closely match the requirements of the particular position. If a Recruiter for a particular position does not contact you, your qualifications may still be considered as other opportunities become available. Thank you again for interest in Snyder's-Lance Inc..

Q. I submitted my application online. How will I know it has been received?

A. Once your application has been completed and received in our system, you should receive an e-mail notification stating the status of your application.

Q. How do I know the status of my employment application?

A. If you are selected for an interview, a [Human Resources](#) representative or Recruiter will contact you via phone or email. If you are not selected, an email will be sent you, using the address you entered on your application.

Q. What does the interview process entail?

A. This varies by department, but usually entails some sort of initial phone screening followed by an on-site interview for the candidates in which we are interested.

Q. How quickly do you fill your open positions?

A. As soon as we find the candidate that matches our qualifications and requirements.

Q. Why am I required to electronically apply online for a position with Snyder's-Lance, Inc.?

A. Your submission is important for us to review and consider for employment opportunities with our company now or even in the future. Technology has allowed us to effectively track candidates interest in our company as well as automate the hiring process to create an efficient and effective onboarding process, eliminating manual time in getting you hired. Our goal is to have every applicant apply online for employment to make your overall experience more effective. We realize that some individuals may be more challenged with this approach, however, we also have additional controls in place to capture your information at local Kiosk. This provides you as an applicant flexibility in your submission process.

Additional Applicant Support

Error Messages and Technical Issues Relating to Successful Application Submission

—> talentacq@snyderslance.com

General Inquiries about Snyder's-Lance, Inc.

—> www.snyderslance.com/careers/

Accommodation Request for Disabled Applicants

—> talentacq@snyderslance.com or call 1-866-695-2623