Oregon Department of
Early Learning and Care

Recruitment Flowchart

APPLY

Apply for a position with DELC

SAVE A COPY OF THE JOB POSTING

Save a copy of the job posting and position description so you can reference it after the posting has closed.

POSTING CLOSES APPLICAITON SCREENED

After the posting has closed, you will be notified of your status within two weeks..

INTERVIEW

If you have moved forward, you will be invited to an interview

REFERENCE CHECKS

After interviews, references are checked on the top applicant.

VERBAL OFFER

Then a verbal offer is made.

CRIMINAL HISTORY BACKGROUND CHECK

Criminal background check and possible driving records check are initiated.

START DATE SET

Once the results are received, if approved, a start date wil be set.