



presents 6th edition of



www.thepridecircle.com/rise2024

(6th April 2024)

20 COMMONLY ASKED

FAQs
(by LGBT+ Job Seekers)

1. How many editions of RISE have happened so far?

The first edition of RISE was in 2019 (6 months after the Section 377 was read down). RISE 2024 will be the 6th Edition.

2. How many total offers have been extended through RISE?

Over 1000 LGBT+ job seekers have got placed in the last 5 editions.

- RISE 2019 = 78,
- RISE 2020 = 43 (**Recruitments stalled due to COVID-19*)
- RISE 2021 = 195
- RISE 2022 = 296
- RISE 2023 = 261

3. Which city RISE 2024 will be held?

This year's RISE is entirely online, letting you connect with participating companies from the comfort of your home. Explore booths, attend sessions, and network, all without leaving your house.

4. What are the eligibility criteria for candidates at RISE 2024?

The Job Fair is open to all LGBT+ people (Out or Closeted, it doesn't matter) with 1 to 20 years of experience.

5. Will I need to pay any fee to participate or if I get selected through RISE 2024?

No, it's FREE to participate. To attend, submit your resume at www.thepridecircle.com/resume Without uploading your resume, you will not be able to attend the Job Fair.

6. I'm not openly out, can I still apply & participate in RISE 2024?

No, you don't have to be OUT to participate in RISE. Over the 5 editions of RISE, we have enabled over 1000 job offers and not many were OUT. We respect your privacy.

7. Will my personal details & information be shared externally?

Pride Circe goes above and beyond to ensure that we keep all your identity, personal information safe & confidential.

8. What skills sets & experience companies will be looking for at RISE 2024?

RISE 2024 features a diverse range of opportunities, with companies seeking talent across both tech and non-tech roles, and experience levels from 0 to 20 years. Discover the specific skills they're seeking by browsing the available jobs beforehand on our platform & apply: www.thepridecircle.com/jobs

9. What documents must I submit/ possess to participate in RISE 2024?

No documents are required while registering for RISE 2024. You only have to upload your Resume/CV to participate in the job fair.

10. What are the key dates and deadlines I need to be aware of to apply for RISE 2024?

While the Job Fair takes place on 6th April, the action starts earlier. To get ahead and land interviews quickly, upload your resume now! Recruiters begin contacting candidates as early as 15th March, so maximize your chances by being ready. In February, registration opens to secure your spot at the Job Fair itself. Remember, the earlier you act, the better your shot at landing your dream job!

11. How will RISE 2024 help me in terms of personal and professional growth?

Personal: RISE isn't just jobs, it's a community. Connect with fellow LGBTQ+ professionals, build confidence in authentic self-presentation, and access resources for career and personal development. Embrace your identity in a supportive space, fostering self-acceptance and thriving in all aspects of life.

Professional: RISE opens doors to diverse, inclusive companies actively seeking LGBTQ+ talent. Network with hiring managers, showcase your skills, and land your dream job without compromising your identity. Gain valuable insights into fostering inclusive workplaces and build a strong network for future career advancement.

12. Will there be work from home jobs available to apply for at RISE 2024?

While we can't guarantee specific company preferences, RISE 2024 will showcase a diverse range of opportunities, including potential work-from-home options. Keep an eye on jobs at www.thepridecircle.com/jobs as all available positions will be posted there. We encourage you to explore and apply to any roles that pique your interest! While we can't make promises on behalf of individual companies, we're confident you'll find a wide range of options at RISE 2024.

13. How should I participate in RISE 2024?

To participate, you will have to follow the below steps.

Step 1 - Go to: www.thepridecircle.com/rise2024

Step 2 - Click on the 'Event Passes' Tab in the website Navigation Tab to begin the Registration process.

Step 3 - Click on the 'Upload Resume' in the Job Fair section. This will direct you to the www.thepridecircle.com/resume section where you will need to fill in the required details and upload your resume, enter the submit button.

Step 4 – Pride Circle hiring team will send you a Confirmation email within 48 hours upon verification of your resume. This email will include the link to collect your 'FREE' ticket.

NOTE: Submission of resume is mandatory to attend the Job Fair. **Hurry, register now and collect your tickets before 6th April 2024.**

14. What tech set up I need to participate in RISE 2024?

All you need is:

- A comfortable seat

- A bottle of water
- A good Wi-Fi/Internet Connection
- A Laptop or Desktop (phones work too, but laptops offer a smoother experience)
- A notepad & pen (If required to write things down)
- And remember to schedule tea, food, and bio breaks for a focused and energized participation.

15. Can I apply if I am not from a technical background?

We have both Tech and Non-Tech Roles. Please feel free to browse through available jobs at www.thepridecircle.com/jobs and apply.

16. Where do I submit my Resume?

You can upload your Resume at www.thepridecircle.com/resume

17. How will the candidates be selected & offered at RISE 2024?

Companies will initiate contact with shortlisted candidates starting 15th March. Offer timelines can vary – you might hear back before the Job Fair, on the day itself, or even later. Each company has its unique interview process and number of rounds, so be prepared to showcase your skills in different ways.

18. Can I encourage my LGBT+ friends who are looking for a job to also apply?

Absolutely! Encourage your LGBT+ friends seeking employment to register for the RISE Job Fair! It's a fantastic platform for them to connect with inclusive workplaces. However, remember, RISE is exclusive to registered attendees. So, if your friends haven't already signed up and uploaded their resumes, gently guide them to the registration page. Once they're registered and receive their login details, they can unlock the doors to fantastic career opportunities at RISE!

19. Will there be any follow-up opportunities or support after completing RISE 2024?

Absolutely! RISE is more than just a one-time event. We offer ongoing support and engagement opportunities to help you continue building relationships with HR/TA teams and leaders. This includes exclusive webinars, networking events, and personalized career guidance.

20. How can I contact the RISE 2024 team if I have further questions or need assistance?

You can email us at rise@thepridecircle.com or call us at 7047 7047 90.



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**FAQs
(by COMPANIES)**

1. What is RISE, and how can companies participate?

RISE - India's premier LGBT+ job fair. Companies committed to fostering LGBT+ inclusion participate in RISE by choosing the participation level that aligns with their LGBT+ Inclusion journey, objectives, budget.

2. How many editions of RISE have happened so far & how many companies have participated?

The first edition of RISE was in 2019 (6 months after the Section 377 was read down). RISE 2024 will be the 6th Edition. Over 200 companies have participated through all editions.

3. How many total offers have been extended through RISE?

Over 1000 LGBT+ job seekers have got placed in the last 5 editions.

- RISE 2019 = 78,
- RISE 2020 = 43 (**Recruitments stalled due to COVID-19*)
- RISE 2021 = 195
- RISE 2022 = 296
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4. On an average, how many offers companies have rolled out in the past 5 editions of RISE?

On an average 3 offers get rolled out by each company.

5. What skills sets & experience companies can expect at RISE 2024?

Companies list and hire for a diverse range of opportunities, with talent across both tech and non-tech roles, and experience levels from 0 to 20 years. Discover the specific skills you're seeking by posting jobs beforehand on our platform & receive resumes: www.thepridecircle.com/jobs

6. What are the participation criteria for companies to participate in RISE?

Any company committed & dedicated to advancing LGBT+ inclusion is welcome to participate in RISE.

7. What types of participation tiers are available in RISE 2024?

RISE offers a diverse range of 8 tiers for companies to select based on their LGBT+ Journey, objectives & budgets. These include: - Vision/Co-presenter, Inspirer, Platinum, Diamond, Gold, Silver, Bronze, and Copper.

8. What do companies get to participate in RISE?

If fostering an LGBT inclusive culture is your core value, then RISE is for you. You can avail basket of opportunities should you choose to participate in RISE:

- Access and download pre-screened and verified tech and non-tech candidates.
- Access to multiple recruiter logins.
- Access to job postings and receiving quality resumes.
- Access to job fair walk-in resumes
- Conduct interviews before and on the day of the event.

- Access to inclusive hiring workshops for TA and hiring managers.
- Access to branding opportunities leading up to the event.
- Avail early bird discounts and more!

9. Can participating companies post their available job openings on the Job portal?

Certainly! Every participating company, based on the chosen participation tier, gets access to posting their available jobs on the Job portal. The company gets access to posting as early as 70 days and as late as 10 days before RISE. One can post a minimum of 2 and a maximum of 60 jobs to receive applications.

10. How do participating companies get access to the LGBT+ resumes?

All participating companies receive access to the resume database based on the chosen participation tier. There are 3 ways of accessing pre-screened & verified resumes - (1) Resume Database (2) Received through job postings (3) Resumes received on the day of job fair.

11. Is the resume database access limited during RISE or can we access it after the job fair?

All the resumes that a company downloads (through the Resume portal or Jobs portal or Walk-ins) as part of the chosen participation tier will be theirs and can be used any time after the job fair as well.

12. When can a company start screening & interviewing candidates?

A company gets access to job postings, resume downloads, etc. based on their timelines mentioned in the chosen participation tier. Furthermore, the access will also depend on the completion of necessary contracting, payments, etc. Talk to us to know more!

13. My company has chosen a tier which gives us the access to post a certain number of jobs & download resumes? But we want to access & download more resumes. Can that be increased on request?

We will be unable to make any edits to the inclusions mentioned across participation tiers. You are encouraged to choose the tier based on your desired objectives.

14. What branding opportunities do the participating companies get?

Based on the chosen participation tier, the company unlocks a basket of branding opportunities which is on website, social media, emailers, etc. Certain participation categories even offer additional add-ons for enhanced visibility.

15. Are there any speaking opportunities in RISE 2024?

No, there is no such exclusive opportunity. However, you can consider opting for the “Candidate Zone” which will allow the company to address a group of LGBT+ job seekers pre-selected to attend this session based on the prerequisites shared by the company in terms of experience, skills, location, etc.

16. Are there any discounts for companies participating in RISE 2024?

Yes, we are currently offering early bird discounts across categories including First-timer, Second-timer, Third timer, till 29th February 2024.

17. Where will the RISE Job Fair be hosted this year?

RISE will be hosted on Hubilo, a virtual and hybrid interactive webinar platform providing interactive event experiences.

18. Will companies get login access to Hubilo, the platform where RISE will be hosted?

Certainly! Depending on the chosen participation tier, companies will be provided with a specific number of logins to Hubilo. That will allow you to make necessary adds/ edits to your virtual booth.

19. What features will Hubilo offer to ensure seamless interaction with the LGBT+ candidates?

With an amazing and user-friendly UI & UX, the participating companies will be able to seamlessly interact & engage with the candidates either over voice call or video call. Besides this, the companies will also be able to access the public chat/ notification board to post jobs and run contests.

20. What are the different access points for participating companies on Hubilo?

Companies will have access to multiple virtual spaces - Homepage, Recruiter logins, Job Page, Notification board, Help Desk, and Booth & page, all subject to the chosen participation tier.

In case of any questions, do get in touch with us at RISE@thepridecircle.com or 7047 7047 90.