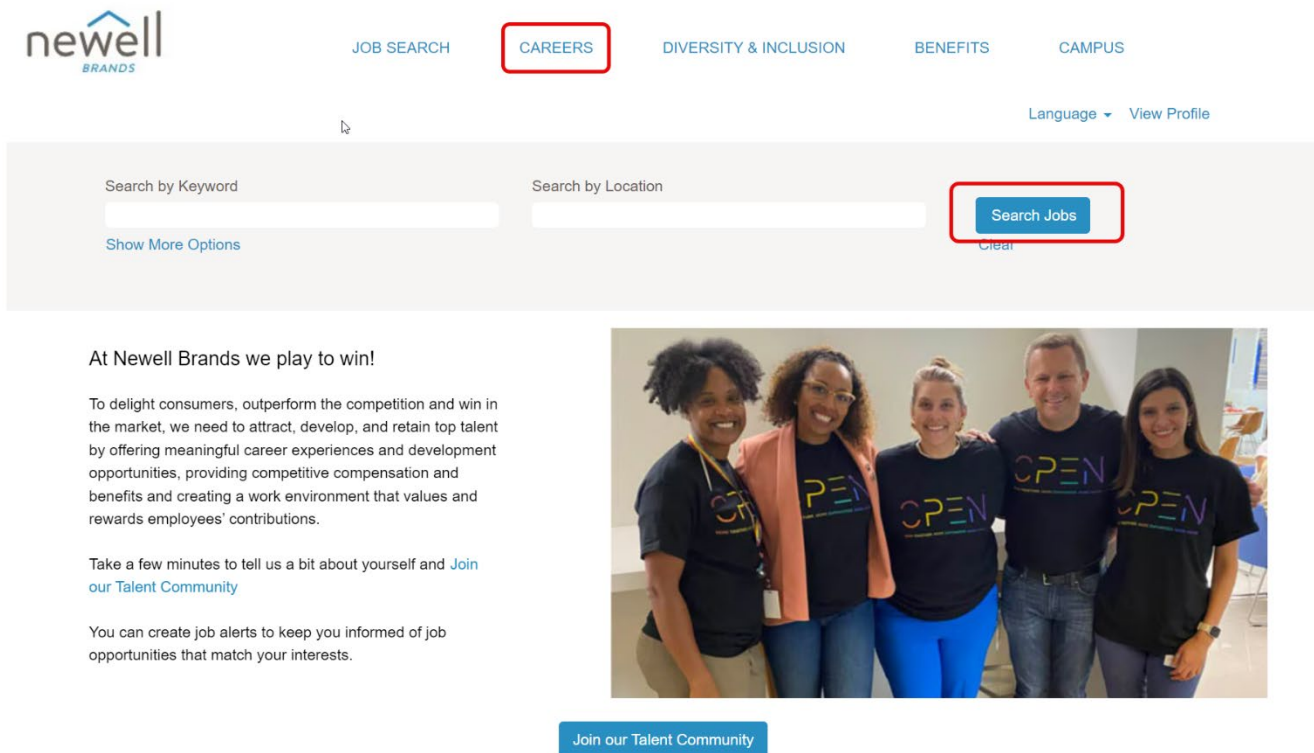


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Access Newell Careers from the Company Website



To access Newell Careers, you can start at the public company website. Use the following link to access the company homepage: <https://www.newellbrands.com/> Once on the homepage, you will see the **Careers** link in the top menu bar.

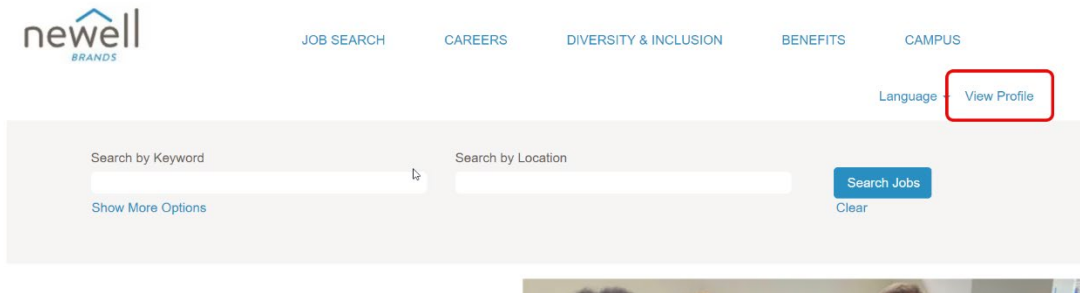
Clicking into Careers or **Search Jobs** will take you to: [Newell Careers](#) to search, apply to jobs, and set up alerts (image below).

What else can I find at the Newell Careers landing page?

The Newell Careers landing page provides an opportunity to learn more about the company and the perks of working for Newell Brands. On this page you can:

- Research the Diversity and Inclusion initiatives of Newell Brands
 - o *Note: We're proud to have been recognized on the Forbes list of Best Employers for Women in 2023 and Newsweek's America's Greatest Workplaces for Diversity in 2024, and to have earned a perfect score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index.*
- Check out our available Employee Resource Groups (i.e. Women and Allies, Black employees and allies, and Employees with disabilities and allies to name a few)
- Learn about our Training Engagement and Development programs
- Read about the Benefit Offerings and Employee Wellbeing Programs
- Join our Talent Community – this allows you an option to submit your resume into the Newell Recruitment Database to be discoverable by our Recruiters globally for current and future opportunities. However, you will receive an email notification for a link to access the system and complete a Profile to make your resume viewable.

To continue to explore your career opportunities with Newell, we would love for you to use **Search Jobs** for open opportunities and to set up Job Alerts for future opportunities. Once you have applied, you can use **View Profile** in the upper right corner to see the status of your Applications and Alerts.



What is the difference between my Profile and an Application?

On Newell Careers, you will notice certain features mention your Profile and others mention your Application(s).

- **Profile:** Your profile is the static account within Newell Careers that allows you to make changes to your personal details, work history, education, and other relevant personal information. Most roles will require a completed Profile to submit an Application. But your Profile only needs to be created one time, and then should only require occasional updates for future Applications.
- **Application(s):** Your applications are your submissions of interest to a specific job posting, which uses the information from your Profile to auto-populate information and minimize the amount of time and effort needed when applying to multiple positions now and/or in the future.

Didn't I do this already? What Happened to my Old Profile?

In the Summer of 2024, Newell's Talent Acquisition process transitioned to a new Career Portal. Due to compliance with regulations around the globe, Newell did not take an action to move and use a person's personal data in a new system without that user's Data Privacy Consent. Any candidate looking to apply to an open job posting with Newell starting in late July 2024 will need to complete a new Profile directly in the system. Candidates in progress during the transition will have received an invite to reapply to the open position they are on, and continue the recruitment process. Other profiles

from the old database will be removed for protection of user's personal data shortly after the new system is live.

When you log into [Newell Careers](#) for the first time in this new system, you will need to **Create an Account** to set up your **Profile** as mentioned above. You can do this by clicking **View Profile** in the upper right corner of the different dashboard pages. Opening the **View Profile** page will take you to a log-in screen (see below). Click **Create an account** below the **Sign In** button. If you have already Create an account, you can log-in at this same page. This process to create your account will take you into **Newell Careers** to your **Profile** as well as the Application Dashboard.

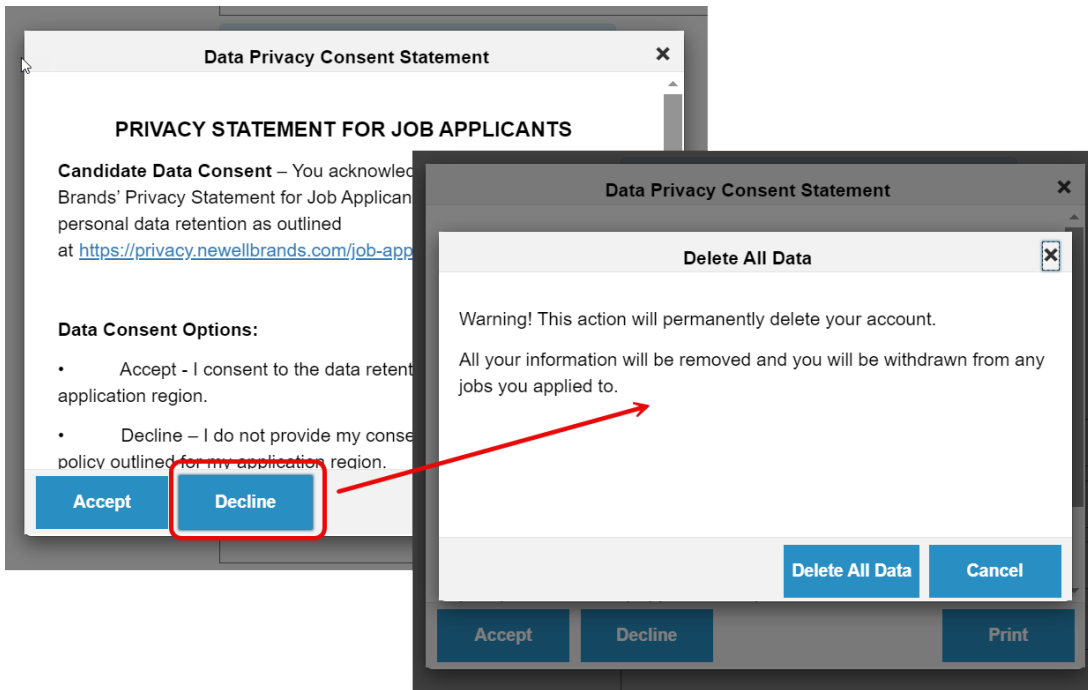
Note: There are several mandatory fields notated by the red asterisk (*). The most common **Review and Accept Data Privacy Consent Statement** at the very bottom of the form. You must select a **Country/Region of Residence** to be routed to the appropriate **Data Privacy Content** for your Region.

You will get a pop-up window with a link to the online **Data Privacy Consent** to review and **Accept** or **Decline**. If you Accept, you can now complete your Profile creation on the original form. However, if you choose to decline, you will receive a new alert that Declining will permanently delete your account and remove all information from the system, including withdrawing you from any jobs you have already applied to (see images below).

The screenshot shows the Newell Careers website header with navigation links: JOB SEARCH, CAREERS, DIVERSITY & INCLUSION, and BENEFIT. The main content area features a 'Create an account' link circled in red. Below this is a sign-in section with fields for 'Email Address' and 'Password', both marked with a red asterisk. A 'Sign In' button and a 'Forgot your password?' link are present. A note states: 'Already a registered user? [Please sign in](#). Login credentials are case sensitive'. Below the sign-in section is the account creation form, also with red asterisks for mandatory fields. It includes 'Email Address', 'Retype Email Address', 'Choose Password', 'Retype Password', 'First Name', 'Last Name', 'Country/Region Code' (a dropdown menu), 'Phone Number', and 'Country/Region of Residence' (a dropdown menu). A 'Show' button is next to the password fields. A blue box contains password requirements:

- Password must be at least 8 characters long.
- Password must not be longer than 18 characters.
- Password must contain at least one upper case and one lower case letter.
- Password must contain at least one number or punctuation character.
- Password must not contain space or unicode characters.

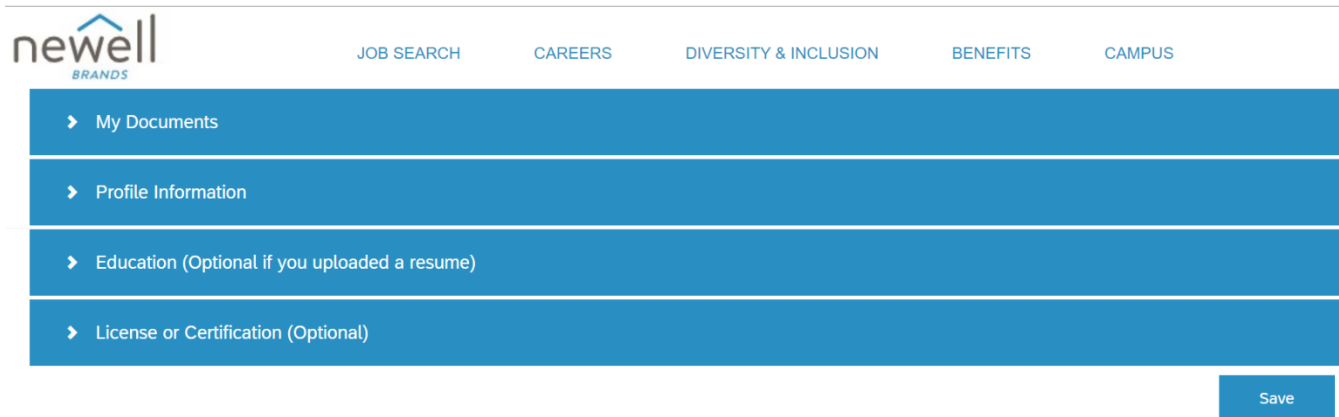
 A 'Notification' section has a checked box for 'Receive new job posting notifications' and an unchecked box for 'Hear more about other career opportunities'. At the bottom, a 'Terms of Use' link is highlighted with a red box, and a 'Create Account' button is located below it.



Understanding the My Candidate Profile

The more complete the **Candidate Profile** section is, the faster your **Application** processes will go. Whether you choose to add a resume, or build out your work history, educational background, and licenses and certifications manually is up to you. However, you are required to do at least one or the other.

Attaching an updated resume is always recommend, as it also makes your profile more likely to show up in searches by Recruiters at Newell for future opportunities.



How does keyword search work?

Enter a list of words, and SuccessFactors will search for them in the job title, or you can choose to search for them in the job title and within the job description.

We will find results for any words listed in the search

- Results beginning with words searched will also be returned. Ex: A search for “Manage” will return “manage, manager, management” etc.
- To find an exact phrase, surround your search phrase with double quotes (“ ”). Ex: “senior manager”, or check ‘Exact match’.

Advanced search:

- Use AND, OR, NOT, and () to combine search terms. Ex: Sales AND engineer finds only jobs that have both terms.
Sales OR engineer finds all jobs that have either.
(Sales AND Engineer) NOT Manager finds jobs that contain both “Sales” and “Engineer” but not “Manager”.
- Use question mark (?) for an unknown letter. Ex: Thomps?n finds Thompson, Thompsen, Thompsan, etc.
- Use tilde (~) to find similar spellings. Ex: roam~ finds roam, roams, room, road, roads, etc.
- **Do not use advanced search options if you have checked ‘Exact match’.**

What is a Saved Search / Alert (Job Alert)?

When on Newell Careers, you may not always find a job posting that meets your interest or experience level. To prevent missing future job postings that are a better fit or needing to log in to the system as often, you can set up **Job Alerts** to email you directly when a job posting meeting your interests is available. You can set them up to be as broad or specific as you like using a combination of the following filters.

- **Email timing**
 - Daily, Weekly, Every Two Weeks, or Never
 - **Note:** To avoid unwanted or unhelpful emails when there are no openings that meet your criteria, you can check the box below the Email Me drop down to only receive emails at that cadence when there is a new job that is available. This can be very helpful when you are searching for rare or very niche job posting that may not show up often. You can then set to the shortest daily cadence, with “only when new,” and always be up to date as soon as a posting is available.
- **Keywords:** Either specific to a just the job title or anything in the job title and job description
 - More detail below on how to use Keyword search at an advanced level
- **Requisition Number:** if you are searching for a specific job from a prior search or someone referring you to the role, you can use the Requisition Number associated with that job posting.

What if I was sent an Invite to Sign up?

If your information was added to the Newell system manually by an internal employee, you will receive a notification like the one below. Click the blue hyperlink next to **Password:** to go to the website, and create your personal password for your account. Here you can complete your candidate **Profile** to start the application process.

From: Newell Global Talent Acquisition <system@successfactors.com>
Sent: Tuesday, June 25, 2024 3:24 PM
To: Newell TestCandidate1 <newelltestcandidate1@gmail.com>
Subject: You have been entered into the recruiting candidate database at Newell Brands

This Message originated outside of the Newell Brands organization. Please exercise caution when opening attachments or c

Hello Newell TestCandidate1,

This is an automated email to notify you that you have been entered into our recruiting candidate database by Tom Recruiter. Wh

Here are your login credentials for accessing our candidate portal:

Username: newelltestcandidate1@gmail.com

Password: <https://career4preview.sapsf.com/career?company=NWLTest&login%5fns=pwd%5freset&account=V4%2d0%2da1%5fM0qTv6EhZhPmCt6jXz8kRlGytzVm3WNVThWYHxbMk%3d&loginFlowRequired=true&rcm%5fsite%5ffocale=en%5fUS&>

Please take a moment to log in at your earliest convenience and update your password from the generated one provided.

Please contact Tom Recruiter at tom.recruiter@newellco.com if you have any questions.

It is very important to note that just completing the **Profile** does not automatically add you to any job postings. As discussed in the section above, the next step is an **Application** to a specific opportunity. Once you are in the Newell Careers Dashboard, At the top of the page, you will see the word **Careers** in the menu bar, or you can use the Search Bar on the landing page. Search for open jobs in order to apply to the position of interest. If you do not find one at that time, you can save your search criteria and/or to set up alerts for future positions that are posted by the Newell Recruiting Team.

If you are working directly with an Internal Employee, you can notify them you have completed your **Profile**, and they can add you to the **Requisition** manually.

What if I was referred to a job?

If you have been referred to job opening, you will receive a notification by email (see image below). Follow the hyperlink to access and complete your Application.

From: Gina [REDACTED] <system@successfactors.com>
Sent: Friday, July 12, 2024 9:48 AM
To: Ginareferagain Williamsreferagain <[REDACTED]@gmail.com>
Subject: Action Required - Complete Your Referred Application for Sr. Manager, Finance at Newell Brands

This Message originated outside of the Newell Brands organization. Please exercise caution when opening.



Dear Ginareferagain Williamsreferagain,

Gina [REDACTED] referred you for the **Sr. Manager, Finance – 475** role at Newell Brands. We are excited to learn more about your experience, skills, and career aspirations.

To be considered for the position, we kindly request that you complete the application process by providing the required information and documents. This step is crucial in moving forward with your candidacy.

Please take a moment to click the following link to complete your application: <https://career4preview.sapsf.com/career?company=NWLTest&login%5fns=pwd%5fset&account=V4%2d0%2da1%2d9%2d3w4jyg4%5fp5xc1%2dDUuc0qcvp3HVgz58J%5f1A49VklwwYq7KIPKUYIplejJpcwKkSHndNsJfiYnuWILN%2djVFY0eed%5fipMV%2dllv3SjQcN330%5fmmmpi5%5fLLV9xSiDt8dM&verify=ulGdMEIKs7ZsJNejBaZ7t13f80O3XPOoa9eLTMqjT54%3d&loginFlowRequired=true&rcm%5fsite%5flocale=en%5fUS&career%5femail%5furl=true&jobReqId=475&>

Your username is: [REDACTED]@gmail.com.