

# Recruitment Selection Policy & Procedure

## (FT staff)

The recruitment and selection decision is of prime importance for obtaining the best possible person-to-job fit which will, when aggregated, contribute significantly towards the Company's effectiveness. It is also becoming increasingly important, as the Company evolves and changes, that new recruits show a willingness to learn, demonstrate adaptability and ability to work as part of a team. The Recruitment & Selection procedure should help managers to ensure that these criteria are addressed.

The Company Recruitment and Selection Policy will:

- be fair and consistent;
- be non-discriminatory on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;
- conform to statutory regulations.

### PROCEDURE

#### THE RECRUITMENT PROCESS

The following procedure should be used when a post is to be filled. The appointing manager/ Director must:

Define the job. Is it an existing post and an exact replacement required, or is this an opportunity to revise the requirements? If it is a newly established post, be clear on the exact requirements, draw up a job description and consult the appropriate Director / Human Resources Director in relation to the appropriate level and salary.

Ensure the Job Description and person specification are up to date. Contact the Human Resources Director for advice / any assistance in completing these.

Discuss with the HR Director the most effective means of obtaining suitable candidates. The following options should be explored (in this order):

- Do you have a suitable candidate in mind (internal / external) without the need for advertising?
- Internal advert within the Company?
- External advert within the local press / online recruitment agencies such as Indeed.
- In senior posts, the use of a recruitment agency.

If necessary, design the advertisement. All advertisements must contain as much information as possible to ensure the correct recruitment group is targeted and reduce unsuitable applications, while remaining as cost-effective as possible.

Candidates need to be aware that a DBS check could be required if it was needed on a specific project, or if a client expects one.

External adverts will be submitted to the appropriate Director for approval before being placed.

### **THE SELECTION PROCESS**

Appropriate selection procedures must be used for each post. Procedures may vary, at its simplest this may involve a straightforward interview and possibly skills testing. For more senior posts psychometric testing may be used.

The appointing manager will approach relevant people to assist with shortlisting and interviewing. At least two people should be involved in shortlisting and sit on the Interview Panel.

The application forms/CVs received by the closing date will be forwarded to the appointing managers for shortlisting. Applicants **must** be chosen against the job description/person specification. All papers/CVs must be returned to the Human Resources Director, who will invite the candidates for interview, seek to obtain references and make any necessary housekeeping arrangements for the interview. The appointing manager will:

- Decide on the interview format and determine which areas to concentrate on with the questioning;
- Receive the references for candidates from the Human Resources Director, and be responsible for ensuring the confidentiality of these, and for their safe return to the Human Resources Director for destruction.

When interviewing, please ensure that Equal Opportunities legislation is strictly adhered to, with no discrimination shown on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;

When all candidates have been interviewed, the panel will decide on the best person for the post. The appointing manager/HR Director will arrange to inform the successful candidate as soon as possible, agreeing a commencement date and starting salary.

The Human Resources Director will:

- Telephone all unsuccessful candidates with the outcome of interview within one working day, this will be confirmed in writing;
- Write to the appointee, offering the post providing satisfactory references;



- Initiate a personnel file and computer entry for the new member of staff;
- Notify the Manager if the appointee refuses the offer, or if there are any other details to be cleared.

The HR Director will arrange, in conjunction with the appointing manager an individual program of induction for the new start and will contact the IT Director in writing to confirm the access privileges that should be granted for the role/position.

*These policies supplement your terms of employment but are not of contractual effect. Their purpose is to explain the Company's current policies and procedures, but they may be subject to change without notice if changes are considered appropriate by the Company or if there are changes in relevant legislation.*