

Candidate Information Recruitment Process

Initial Application

Great! you've applied to join our team! - thank you for your interest! Now you've applied you'll be sent a short survey to support your application on salary expectations so we can check we can match up to your requirements.

Candidate Screening

All our applications will go through a screening process to check you match the requirements of the post you've applied for. If you match our requirements you'll be forwarded to the next step - so make sure you're CV and covering letter detail how you meet the criteria!

Telephone Interview

Once we've established you've met the basic criteria for the role, we'll book for you to have a telephone assessment with a member of our team. We'll explore your knowledge of Innovative Trials, your experience working in this field, and why you really want to work with us!

Face to Face Interview

The face to face interview is a mixture of competency based questions and a presentation prepared in advance specifically looking at the skillset required of the position applied for. There will be two people on the interview panel and you'll have the opportunity to ask questions about the role, the team and the Company.

Informal Discussion

So by this stage, we know a lot about you and you've met a lot of the team. This is the final stage to assess team fit and meet the Business Unit Head of the team you'd be joining. It's an informal meet as the Business Unit Head may not have met you until this point. It's a final stage to talk about your interest and experience and ask any final questions you may have.

Good Luck!

If at any of the stages above, you are unsuccessful we'll give you feedback as to why. We'll keep you regularly updated through your recruitment process and are on hand to answer questions or queries you may have. Above all else, thank you for your interest in working with us and good luck for you application!

