



Passport to your future

Recruitment Process



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My experience

I have found the recruitment process for the Passport to Your Future programme one of the best I have encountered. It varies from others as it focussed on my passion for the job advertised, and my willingness to learn new skills. Any past experiences, qualifications etc... were irrelevant, and the recruiters were only interested in the actual job at hand. This was really beneficial for me as I have been wanting and trying to get into this area, but with no relevant experience and nobody wanting to 'take a chance' on me, I have been getting increasingly downhearted about it, as I am not currently in a place where I can afford to invest in training or going back to education. I felt like the recruitment process was all about finding the right person for the job – someone who will benefit from the experience, throw themselves fully in to it, and really love what they are doing – rather than fitting into a check list on a piece of paper.

I also felt the process was very informative: Any questions I had were answered promptly, they checked frequently if I had any more questions

or queries with regards to anything whatsoever. I also enjoyed going to the open day beforehand to have a look around a property, speak to staff and get a feel for what the job role would involve. I felt it was beneficial to have this experience and see the property from a 'behind the scenes' point of view, rather than just as a visitor. Again, all the information provided was thorough and clear, but there was no jargon or anything unnecessary. This relates to both info on the website and at the open day.

The first interview gave me chance to meet staff at my property (Stowe) and find out a little about what they do there. I had 'chats' with Anna, Claire and Patrick and they all made me feel at ease, but didn't give anything away!! I left feeling like I had done my best, but didn't expect to be called back to the second interview because there were so many other great people there. When I was called back for the second interview I was over the moon, but very nervous about having to give a tour of the Elysian Fields. However this was a great challenge as I learnt lots about the garden and the history

of it and if anything this made me even more passionate about the job and determined to get it.

On the day, Patrick and Sevy made me feel very relaxed and I enjoyed the experience. Again they answered any questions I had and by the time I left I felt I had a real understanding of what the job role would entail. In terms of what worked well the setting was far more relaxed than your standard interview and I could be myself more than is often the case. The only real challenges I faced during the process were knowing what clothes to wear (it said casual, but I did not know it should be casual enough for a couple of hours digging muddy trenches!) and then trying to cut down the information I wanted to put forward.

Overall I think the recruitment process is a revelation. Rather than having to go over past experiences and qualifications I was able to focus on the job at hand and speak to a variety of people about any and all aspects of it. All the way through I was made to feel at ease and therefore show the best of myself and my abilities.

By Hannah Richards