

Job Application, Review and Interview Process



CV SUBMISSION

A CV may be submitted through a number of channels, including:

- Recruitment consultancy
- The Silver Sands website - silversands.co.uk/careers
- By direct email to Getstarted@silversands.co.uk
- Other web channels such as Indeed, LinkedIn or Glassdoor

INTERVIEW STAGES

Initial CV Review

The CV is initially reviewed by the hiring manager to determine a reasonable fit to the job requirements. The CV will either be accepted for the next stage or rejected.

Initial SME Review

Depending on role and the CV content, it may be passed to an SME for an initial review. The CV will either be accepted for the next stage or rejected.

Pre-SME Discussion - 30-60 minutes

The applicant will be invited to have an informal discussion with the hiring manager. This will enable an exploration of the applicant's CV, experience and potential fit for the role. It also offers the opportunity for the applicant to find out more about Silver Sands. The intention of this stage is to determine if there is a reasonable match on both sides. If there is, the candidate will be invited to the next stage.

Full Interview – Technical – 60 minutes

The full technical interview will be held with one or more of our SMEs. This will be a deep level, technical discussion covering skills outlined in the CV and those required to fulfil the role.

Full Interview – Business – 60-90 minutes

Alongside the technical interview, the candidate will be invited to a business-level interview with one or more of our senior leadership team. This interview will cover more general aspects of the role, the candidate's experiences, approach, attitude and other characteristics.

At the beginning of this interview, the candidate will be invited to provide a presentation. The content for this presentation is up to the candidate but it should be something aligned to the role and pitched at a leadership level (i.e. not deeply technical).

POST-INTERVIEW

Following the interview stages, the leadership team, SMEs and hiring manager will review all the applicants and decide who to award the role to. At this point there may be a final one-to-one discussion with our managing director. Any offers will be made through the appropriate channel, whether that is a direct contact or a recruitment consultancy.

AT A GLANCE

