Places for People

Recruitment process for Applicants

We know applying for a new role can be exciting but sometimes challenging.

To help you understand what to expect, we've outlined our recruitment process below so you can follow your journey from application to onboarding.

Useful links

Current Opportunities

Hiring Process Support

Diversity and Inclusion

Step 1

Search and apply

Browse current opportunities and submit your application through our careers site. Make sure your CV highlights relevant skills, experience and achievements.

What happens next?

- You will receive an automated confirmation email.
- Your application will be reviewed by a member of the Talent Acquisition team and the Hiring Manager.

Step 2

Application review

Our Talent Acquisition Team reviews applications against the essential criteria for the role.

What happens next?

- If your experience closely matches the role requirements, you may be progressed to the next stage.
- If unsuccessful, you will receive a notification via our recruitment system.

Step 3

Shortlisting

Suitable applications are shared with the Hiring Manager for review.

What happens next?

- Successful applicants will be invited to the next stage.
- You will receive details of any required pre interview assessments, interview format, timings and any preparation required.

Step 4

Interview and assessment

This is your opportunity to tell us about your experience, skills and motivations.

What happens next?

- The process may include a competency-based interview, Teams interview, pre interview assessments or face-to-face interview.
- A presentation or work-based assessment may be included.
- Top tip: review the job description and prepare examples.

Step 5

Offer stage

If you are the successful candidate, a member of the Talent Acquisition team will contact you with a verbal offer.

What happens next?

- Salary, benefits and proposed start date will be discussed.
- Right to Work will be completed before a formal offer is issued.

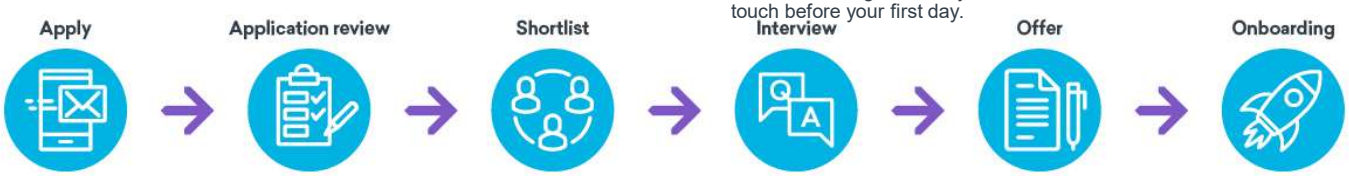
Step 6

Onboarding

Once your contract is issued, you may be required to complete a DBS check, this may continue while onboarding takes place.

What happens next?

- You will receive information about your start date and induction. When you join us, your induction will get you up to speed with Places for People, our ways of working, and how to access the information and resources you need to get started
- Equipment and system access will be arranged where required.
- Your line Manager will stay in touch before your first day.



Welcome to Places for People!

We're committed to making every stage of the recruitment process as simple, inclusive and supportive as possible.

If you require any adjustments throughout the process, please let our Talent Acquisition Team know.