SAMARITANS RECRUITMENT PROCESS

SAMARITANS

Step 1:
- Apply with your up-to-date CV and fill in our short equal opportunities' questionnaire
- Our vacancies are usually advertised for 2 weeks, our vacancy end dates are stated at the bottom of each advert

Step 2:
- Applications are sifted by our specialist recruitment team and those that meet the criteria are presented to the hiring manager / decision maker
- If you're unsuccessful, you will receive a notification from the recruitment team
- If you're successful, you'll be invited to interview

Step 3:
- 1st stage interview – Your interview panel will be the hiring manager, a team member, or one of the recruitment specialists.
- 2nd stage interview – Some of our opportunities, specifically high level and technical ones, will include a 2nd interview which will include a written or presentation type assessment
- Currently, we are interviewing via MS Teams/Zoom and will be using these platforms for the foreseeable future

Step 4:
- The recruitment specialists will follow up with the hiring managers and take feedback from the interviews and assessment
- If you're unsuccessful the recruitment team will call you and offer to relay any feedback, we also welcome any feedback from the recruitment process
- If you're successful, you'll receive a phone call from your hiring manager with an offer!

Samaritans is wholly committed to inclusion and diversity and to building a culture and environment where everyone is appreciated for the unique person they are. We warmly welcome applications from a diverse range of backgrounds and experiences.

Disability Confident: Committed
Samaritans agrees to the following commitments:
- Inclusive and accessible recruitment
- Offering an interview to disabled candidates, providing they've met the criteria
- Providing reasonable adjustments
- Supporting existing employees

Show the Salary
- Samaritans believe everyone should have access to a fair wage
- We want to make our process fairer
- We respect and value our candidates time