

How Does Our Recruitment Process Work?

We're committed to making our recruitment process fair, transparent, and accessible to everyone. Here's what you can expect:

Applying

All applications must be submitted through the link on our website. At this stage, applications are anonymised to help eliminate unconscious bias and ensure a level playing field for all candidates.

Reviewing Applications

Once the application window has closed, each submission will be independently reviewed and scored by two of our recruiting managers. The top-scoring applicants will then be invited to interview.

Names Revealed Later

To keep the process fair, recruiting managers will not see applicants' names until after the interview shortlist has been selected.

Questions or Issues?

To help keep things fair for everyone, we cannot respond to individual queries during the selection process—but we hope our **FAQs** will answer most of your questions.

Safer Recruitment

At least one of our recruiting managers involved in the process will have received training in safer recruitment practices.

Frequently asked questions overleaf >>

Frequently Asked Questions

How do I get in touch during the application process?

To ensure fairness and consistency for all applicants, we only accept applications submitted through our online form. We're not able to respond to individual enquiries during the selection process—but we hope this FAQ helps!

If you're experiencing technical difficulties, please see below for how to get support.

What if I can't attend the interview at the scheduled time?

We understand that unexpected things can come up. If you're invited to interview but can't make the scheduled time, please let us know as soon as possible. We'll do our best to offer an alternative where we can.

How much travel is involved in the role?

This will vary depending on the specific role. Details about expected travel—such as frequency, locations, and whether a car is required—will be included in the job description. If you're shortlisted, we'll also cover this in more detail during the interview.

I'm having technical issues filling in the application—what should I do?

If you're experiencing technical problems with the application form, please email us at recruitment@countrytrust.org.uk. If you can, include the **Ray ID** (you'll find this in the response header)—it helps our IT team resolve the issue more quickly.

I'm having other issues completing the application—can I get help?

Absolutely. If you're facing other barriers to completing your application (such as accessibility needs or concerns not covered here), please get in touch via recruitment@countrytrust.org.uk and we'll do our best to support you.