



Recruitment Factsheet 2023



When you apply for a new job, you more than likely will want to know everything there is to know. We have put together a few pointers that may help you.

What to expect

When you apply for a role at Twenty7tec your experience will be professionally managed. Our initial assessment will involve looking at your application to review your skills and experience related to the role.

Before you do apply we encourage you to learn a little about who we are and make sure we are right for you. Everyone you speak to in our company is aligned to our core values and purpose.

To get a real time insight we advise you take a look at our corporate website and our company social media channels.

What happens next?

After you apply a member of our recruitment team will review your CV and if your experience is a close match for what we are looking for we will contact you with the next steps. If your experience does not align with the core requirements of the role we will let you know as soon as possible.



Telephone screen

You will be contacted by a member of our friendly HR team. Usually, this call lasts between 10 and 20 minutes and we will ask you questions relating to your background, availability, and salary expectation.

Its main purpose is to determine if you are suited for the position, and it is one of the first steps in the hiring process. At the end of each phone call, we will give a reasonable timeline of when you can expect an outcome. If you are successful, we will contact you to schedule a first interview and give you an indication of what this next interview will entail and if it will be remote (Video) or face to face.

If you are not shortlisted at this stage, we will contact you to advise that we will not be progressing with your application at this time but will invite you to pursue future opportunities.

1st stage interview

This is an introductory conversation usually be between yourself and the hiring manager for the role. You can expect this interview to last between 45-60 minutes. Your invite to this interview will be sent to your email address and will include who will be interviewing you, the location/format, the date and time and also the link to be used to join the interview if it is remote. We will also provide contact details for our HR team should you have any questions or require further assistance.

We will ask you more in-depth questions about your experiences and skills within your working career related to the role and will look to find out more about you and your personality to see if you would be a fit within the company's culture. You will also have the chance to ask questions of your own.

At the end of the interview, we will give a reasonable timeline of when you can expect an outcome.

2nd stage interview

Depending on the role this is likely to be between yourself and/or multiple interviewers that can include the line manager, executive leaders, department heads or other team members key to the role.

Your invite to the second interview will be sent to your email address and will include the location/format, the date, time and the link to be used to join the interview if it is remote. We will also give you details on whether you'll be expected to do any assessments or exercises, who will be interviewing you and any indication of the topics to be covered where possible. We will also provide contact details for our HR team should you have any questions or require further assistance.

You will need to demonstrate you have a strong understanding of the business, its goals and how the department you hope to work in fits in with this. The interview panel will look to challenge you and ask you further questions related to role and its requirements. This is your chance to provide additional evidence about how in the past you have applied your technical skills and knowledge.

Depending on the role you may be asked to prepare something beforehand and to present it to the panel. This will be closely aligned with the remit of the job and will give you the opportunity to showcase your skills and your understanding of the company. At the end of the interview, we will give a reasonable timeline of when you can expect an outcome.

We will contact you if unsuccessful following an interview and invite you to pursue future opportunities that may be better aligned with your skills and experience.

Inclusive community

We welcome applications from people who identify as disabled, neurodivergent, or who live with other long-term conditions and impairments. If you're a person with a disability, if you're neurodivergent, or if you have a condition that you believe may affect your performance during our recruitment process, we'll be happy to make reasonable adjustments to our processes for you.



You'll have the opportunity to let us know about any adjustments you may need as you complete your application. We'll continue this conversation if you join us as an employee, and we'll work with you to make sure you have the adjustments you need to succeed in your role.

Here are some examples of adjustments to give you an idea of the support available to you:

- ◇ Extra time for online assessments.
- ◇ Providing alternative accessible formats.
- ◇ Providing some extra information about what to expect.
- ◇ Hard copy accessible materials e.g. large print.

I was not selected for a role I applied for. Can I still apply and be considered for other roles?

Absolutely! Each role at Twenty7tec comes with a unique set of skillset requirements and qualifications. If you are not selected for one role we would still encourage you to apply for other roles that fit with your experience and career ambitions.

Does Twenty7tec provide visa sponsorship?

We actively encourage candidates from different backgrounds and nationalities to further enrich our diverse company. Any decision on visa sponsorship may be influenced by the type and level of role, work permit status and labour legislation. We ask that you let us know about any work permit requirements as early as possible in the recruitment process.