



Recruitment Process Road Map

Lets take a look ahead at your recruitment process with Think For The Future, what to expect, the different recruitment stages and some valuable pointers to take note of.



Apply

1

Application

You may have already completed your application form and be awaiting a response from our recruitment team. However, if you have not yet completed your application, you can find the link to do this on our website, Indeed, LinkedIn or social medias.

2

Application Review

Our team will closely review your application within 5 business days. We will then get back to you, via email, to confirm if you have or have not been successful in getting through to the next stage. Please keep an eye on your inbox and junk folder whilst you are awaiting our response.

3

Discovery Call

If your application, qualifications and experience aligned well with the TFTF role you have applied for, you will receive an email inviting you to book a discovery call. Our discovery calls are a short, 15-minute, Teams call designed for us to get to know more about you, your aspirations and interest in roles available at TFTF. It's also an opportunity for you to ask any questions you might have.

4

Core Interview

Following your discovery call, we will send you an email to confirm if you have or have not been successful in getting through to the next stage. If successful, you will be invited to book a core interview and presentation with us. Core interviews can take place in-person, at our Nottingham office, or online, all dependant on the candidates preferences. This stage comprises of approximately 30 minutes of questions and a short 10-minute presentation, the brief of which will be shared in the email inviting you to book your core interview.

5

Interview reviews

Following your core interview and presentation, your interview will be reviewed by our recruitment team. All interviews will be reviewed within 2 weeks and we will be in touch via email to confirm whether you have or have not been successful.

For successful candidates, there are two options for next steps.

6

Selection Interview

If there is a suitable school allocation, you will be invited to a selection interview. This will be held by our recruitment executive and provisions director. It is designed to ask you a few questions to assess your suitability for the specific mentoring role and the provision it falls under. It is an important step to ensure our mentors personality and skills aligns with the schools involved.

6

Waiting List (Dependant)

If we don't yet have a suitable school allocation, you will be invited to our waitlist. Candidates who are allocated to the waiting list, are ones who impressed the team in all stages of the process, and we believe could be a perfect match for the organisation and for future schools that come on board! As soon as a suitable allocation becomes available, the team will be in touch, to then arrange your selection interview.

7

Job Offer

Success! If you reach this stage, you have been successful at all stages of our recruitment process and have been identified as someone we would love to join the TFTF team! We will call successful candidates with a job offer before sending the official paperwork.

Courage

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Offer Acceptance

You will receive a job offer letter, which you will need to electronically sign and submit. You will also receive an onboarding admin email which includes some tasks to be completed, these shouldn't take long but are essential for safer recruitment and for you to start your role.

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Onboarding

Prior to your start date, you will be sent dates and time of your upcoming onboarding and training days. We will still be here for any support you may need, building up towards your first day at TFTF.

Growth

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Belief

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