



EARLY CAREERS CANDIDATE CHARTER



Everyone's Welcome at EDF and our Early Careers recruitment is designed to be inclusive, giving you the opportunity to perform at your best whilst making an informed choice as to whether EDF is right for you.

We're committed to providing a supportive and enriching environment for our early career's candidates that is guided by the following principles:

Equity, Diversity & Inclusion are at the heart of our activity



- We recognise the benefits diversity brings
- We advertise our opportunities widely to the broadest audience
- We ensure adjustments are made when requested, and
- Our assessors are all fully trained to ensure a fair recruitment process



Clear and open communications delivered in a timely manner

- We provide clear and accurate information to candidates at each stage of our process
- On our [careers site](#) you'll find information to support your journey:
 - full job details
 - step-by step guides
 - information on our strengths approach, and
 - top tips
- Our aim is to help you feel confident and prepared, and
- If the process ends, we'll provide constructive feedback following assessment centres and interviews



Strengths and potential guide our selection decisions

- Our strengths-based approach to assessment focuses on potential
- It's a fair and inclusive way to assess, as everyone has strengths
- Everyone will have equal opportunity to perform, regardless of their past experiences or opportunities

We listen to your feedback and take action to improve



- We're continuously improving our service provision
- We will seek candidate feedback throughout the process
- We will take action to improve based on the feedback we receive



What you can expect from our recruitment process:

APPLICATION:

- Upload your CV and complete a short application form
- We will assess your application against the minimum criteria for the role
- We aim to respond to you within 7 days of your application.



ONLINE TESTING:



- If you progress to this stage, you'll be invited to complete an online strengths-based assessment
- For some roles, you'll also complete a short cognitive assessment
- All candidates will receive a strengths feedback report
- We aim to provide an update on the progress of your application within a week of you completing the online tests

VIDEO INTERVIEW:

- If you progress to this stage, you'll be invited to complete a one-way video interview.
- This is a strengths-based interview
- If you would prefer not to complete a video interview, you can request an audio only version
- You'll be updated on the outcome of this stage once we have identified the shortlist for assessment centre / interview.



ASSESSMENT CENTRE / INTERVIEW:



- The final stage of the process is either a virtual assessment centre or an interview
- These will all be strengths based assessments to assess your potential to be successful in the role
- We aim to provide you with an update on the outcome of this stage within 7 days of attending

OFFER, PRE-BOARDING AND ONBOARDING:

- If you receive an offer from us, you'll be sent an offer letter and contract
- You'll complete pre-employment, security, police and health checks; as required for the position.
- You'll be assigned an Early Careers Manager who'll be in touch regarding onboarding and induction.

