

Nesta guide for applicants



Guide for applicants

If this job description includes things that would get you up in the morning, we'd love to hear from you!

We want to learn how you'd approach this role, not your background or credentials, in order to make sure our recruitment is as equitable as possible. That's why we use Applied, a platform that anonymises applications, and focuses our questions on your skills and potential.

Tips and tricks for answering the questions

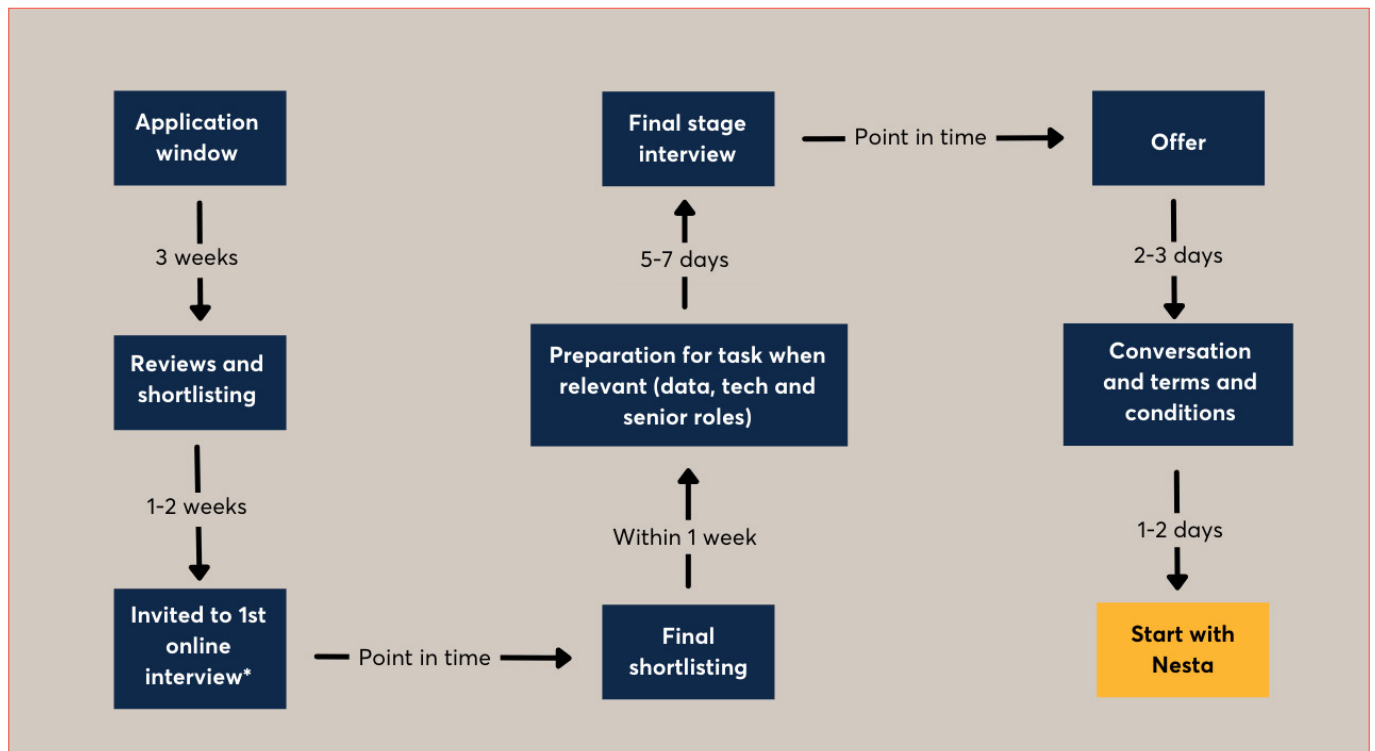
Do...

- answer your questions using plain English as much as possible. Applied is not a test for how well you write but instead shows us how you work and solve problems, structure your answers clearly and coherently to convey your ideas. Re-read your answer to make sure you have answered the question
- provide examples that back up your statements
- use bullet points where appropriate
- stick to the 250-word limit per answer

Avoid...

- gendering any scenario questions, eg, By referring to the Head of Data Analytics as a he or a she
- providing any identifying information in your answers. By using Applied we're striving to debias our recruitment process as much as possible. We want to ensure that no unconscious biases from our scorers advantages or disadvantages anyone. Examples include:
 - I recently completed my masters in...
 - Two years ago, at the age of 30 I...
 - As a woman of Southeast Asian heritage...

The recruitment process



*Via [SparkHire](#) or Zoom

Candidate FAQs

What is Applied and why do we use it?

We use Applied to reduce bias in hiring. The platform's purpose is to enable organisational accountability and create an enjoyable, fair experience for everyone, from the candidate to the hiring manager. By anonymising applications, and focusing on skills and being transparent with candidates, we can find vital talent which would otherwise have been missed. For more information, read our guidance on [what to expect when applying to work with us](#).

Do I need to have the right to work in the UK to be able to apply for a role?

Unless specified on the job advert, we do require you to have the right to work in the UK for the duration of the assignment.

Do I need to meet all the required criteria to apply to the job?

You do not need to meet all the required criteria to apply for a role. If you think that you can perform the role without having some of the requirements for it, please feel free to put yourself forward.

How long should I spend on my application?

We would recommend spending between 1-2 hours completing your application. You can start working on it and return to it whenever you prefer. Your work will be saved automatically.

Can I request for any reasonable adjustments as part of the interview process?

Yes you can. We can offer you extra time during tasks/video applications, the opportunity to interview without the camera on and any other reasonable adjustments you might request.

What is involved in Nesta's interview process?

The interview process is usually in two parts, the first stage is an introductory interview either via Spark Hire or Zoom, applicant cameras will be kept off for the first stage. The second stage would involve a task in most cases and it would be a face-to-face interview (Zoom or in person in our office).

Will I be notified of the outcome of my application, regardless of whether I am successful?

Yes, we inform all candidates whether you are invited to the next stage or not within two weeks after completing your application. You will also receive personalised feedback on your application upon request.

Can I work part time for a role that is listed as a full-time position?

We are always open to considering flexible working and your hiring manager would be open to having a conversation in the first round of interviews.

Can I work as part of a job share?

At Nesta, we are very open to flexible working in general. Some of our jobs are also available for job shares. If you're interested in a job share for the role you are applying for, please tick the relevant box in your application. You will also need to identify your job share "twin" beforehand, and we would need applications from both of you.

Can my application be considered for any other positions? How do I express an interest in other roles?

Yes, you can email our recruitment team on recruitment@nesta.org.uk to express your interest in other roles.

What benefits do we offer?

We have an array of different benefits available. You can find out more about them in the [recruitment pack](#).

