

Application and Selection Process for Hemsley Fraser Learning and Development Specialists

If you are interested in a Learning and Development position, either Permanent or Associate, you will be asked to follow the application and selection process, detailed below.

Selection process

Once you have submitted your C.V to Human Resources, it will be forwarded on to the relevant contact within the Learning and Development team. Should we identify a positive match between your specific skills and experience and our needs, you will receive a brief questionnaire to complete and return in order for us to further explore your skills and your expectations. On the basis that your application and questionnaire meet our shortlisting standards, you will then be invited to attend an Assessment day at our London Training Centre. Assessment Days run on a regular basis throughout the year.

Stage 2

During the Assessment day, you will be given the opportunity to demonstrate your design, delivery and facilitation skills. You will be asked to present a short, interactive session and will be given a case study. The Assessment day will end with a competency based interview with members of the Learning and Development Management team. Full details of the Assessment Day, including the preparation and guidelines for your presentation will be provided to you in advance.

Stage 3

For the Final stage, you will be asked to complete a Thomas International Profiling Questionnaire. This is normally completed on-line. You will also be invited to attend a final face to face interview with a senior member of our Learning and Development Management team.

