

Welcome

Thank you for choosing Ecosure as your preferred employer. We aim to make the recruitment process as simple and as effective as possible. Please make sure you have read the letter from our CEO on the Careers section of our website and take some time to find out about who we are, what we do and how we do it.

The Ecosure Employment Application Process

1. Written applications
2. Phone conversations
3. Interviews
4. Final decision making.

Please note – your application will remain confidential within the recruitment team. However, if you have good reason to be extra discrete, you are welcome to phone us on 07 55082046 and ask to speak with our CEO in confidence.

1. Written application

As you'd expect we employ on merit, so we like to know as much as possible about you. So, here's what we would like you to provide:

- a. Your CV detailing your qualifications and work experience.
- b. Your response to our selection criteria describing **situations** you have experienced that relate to our criteria, **actions** you took and the **results you** achieved. If you are unable to describe a situation from experience, imagine a relevant situation and tell us what actions you would take and what you would achieve. Please also take note of the attributes and abilities we are looking for when preparing your application.
- c. A cover letter telling us why you want the job and **what you can bring**. If you are applying from a location remote from us, please let us know about your relocation plans.

2. Phone conversations

The initial conversation is most likely to take place by telephone. Our aim will be to make sure that you understand the requirements of the position, how well you match what we need and what we can do for each other.

3. Interviews

At this stage we will be very keen to talk with the best applicants and we hope you are one of them.

The initial interview will most likely take place with your potential supervisor and a member of their team. We will ask you questions that we pose to all potential employees as well as questions specific to the role you are applying for. We love to talk about Ecosure, so your questions will be welcomed.

Please note - many people find interviews stressful. At Ecosure we want to get to appreciate who you are as well as your attributes and abilities. We believe this works best if you are relaxed. So you will be welcomed and treated as a guest. Please let us know if we can help you relax in any way.

4. Final decision making

We do everything we can to make sure you and Ecosure will work well together. We know you would expect this thorough approach from your preferred employer.

1. Our CEO likes to meet our new great employees before we start making arrangements.
2. When we agree on all proposed employment arrangements, we will then contact your referees and your last two employers (with your permission).
3. After your referees and employers have confirmed your great value, we will arrange for you to take part in online psychometric testing (about 2 hours).
4. We will arrange for you to have a medical checkup.
5. Finally, we confirm your appointment, start dates and any other details and provide you with a formal letter of offer and a contract.

We look forward to welcoming you.