



CV guidance

We're really excited that you're interested in joining us!

Here's some useful information about our recruitment and selection process.





CV Applications



Sometimes, we'll ask you to submit a CV instead of application form. You should submit the most up-to-date version of your CV.

You should remove all personal details (name, address etc.) from your CV before submitting it.

Your CV should demonstrate the essential qualifications, knowledge, understanding and experience identified in the role profile.

The scoring criteria used for CVs is yes / no to determine whether the role requirements have been demonstrated.



Reasonable adjustments

We want to attract the very best people from the widest talent pool, and we aim to create an inclusive and supportive environment where everyone from all backgrounds feels valued, able to be themselves, and can perform at their very best.

We want you to feel included and supported at every stage of your journey with us. This starts with the application process. Give us a call or email (peopleservices@bronaфон.org.uk) at any point to chat about how we can support you.

Some examples include providing interview questions in advance, additional time, repetition of questions in the interview etc.



R N I B

See differently



Positive Action



We are committed to increasing the diversity of our workforce.

To achieve this, we've adopted the Rooney Rule as set out in [Tai Pawb's Deeds Not Words Pledge](#).

This means that ethnic minority candidates who meet the essential criteria will be automatically shortlisted to an interview.

The Equality Act 2010 allows us to take positive action measures to help candidates overcome certain barriers and improve representation in the workforce.

This involves actions that reduce disadvantage and/or increase representation specifically when it comes to deciding between equally qualified candidates. For example, hiring one candidate over another equally qualified one because they have a certain protected characteristic (e.g., disability, sex) that is underrepresented in the workforce.

If you would like more information, you can request this at peopleservices@bronafofon.org.uk.