

## **38 Degrees Approach to Inclusive Recruitment**

38 Degrees is an inclusive employer we believe in and celebrate diversity. Over the past 3 years we have worked with great intent to lay the foundations for a diverse and inclusive organisation where employees feel a sense of belonging. To achieve this we have established diversity goals, developed our managers to be more effective as managers, established affinity groups and provide training to our team to understand and feel comfortable being allies to our diverse team, to work towards our anti-racism commitment and to challenge oppression.

Our recruitment approach gives us the opportunity to understand the makeup of our team and commit ourselves to recruiting a team that is diverse. We use recruitment and internal data to understand where we concentrate our recruiting efforts. We ask candidates to complete an equal opportunity monitoring form to ensure our recruitment efforts to diversify and be inclusive are intentional and facts based.

We collaborate with candidates who require additional support with the aim of creating an equitable playing field.

We provide a number of reasonable adjustments, but to understand the needs of candidates, because each candidate may have unique needs, we ask that all candidates take time out to write to the recruitment team if they are selected for an interview so that we can understand their needs. Wherever possible 38 Degrees is committed to considering reasonable adjustment requests from candidates. We may not always agree on what a candidate considers to be a reasonable adjustment but we are willing to look at other options and put forward other solutions.

Below are examples of adjustment that we have made as a result of candidate requests:

- providing interview questions an hour before interview
- providing more time during interviews
- providing more time during an assessment
- providing support in circumstances where there is a specific training need when recruited

The adjustments we can make will be discussed with you, if you inform us of your needs.

### **How we recruit**

The aim of our recruitment drive is to find employees who are aligned with our culture, values and commitments and who have the relevant skills, competencies and experience to fulfil a role that ultimately adds value to our mission.

You will see that the majority of our roles require skills, competencies and experience and we have been explicit in stating that we don't mind where you get the relevant competencies, experience or

skills from. We do have roles however that we need technical skills or qualifications because we feel that some of the competencies required are gained through education.

### **Shortlisting**

We remove candidates' identifying characteristics from covering letters and CV / applications before they are shortlisted:

- Equal opportunities forms
- Name
- Date of birth
- Age

### **The interview process**

Interviews are normally led by the line manager responsible for managing the role. We normally have a panel of between 3 - 4 managers for the first and second interview. The panel is made up of relevant managers and team members across the organisation.

Our interviews are approximately 1 hour each and are divided into two parts to assess:

1. Technical skills, competencies and experience
2. Alignment with our culture, principles, values, commitments, and management and leadership (for management roles)

If you are successful in the first interview you will be invited to a second interview normally within 1 - 2 weeks.

### **Interview questions**

Across all roles we are interested in understanding if you are aligned with our organisational values, principles culture, and commitments and the **topics of our interview questions usually cover:**

- Understanding your commitment to 38 Degrees - why you have applied to work for us
- Examples that demonstrate your commitment to diversity, inclusion and anti-oppression
- How you manage conflict
- How you work as part of a team
- Your ability to work in a fast paced environment

The majority of our interview questions are **competency based** - that means we ask you for examples of your work and experience in the role or specialism you are applying for. Our questions are based on a number of areas:

- We ask questions based on the tools and resources you have used in your roles
- We ask for examples of projects or task you have been responsible for
- How you organise and prioritise your work

- We ask questions to understand how you problem solve
- Roles that require management experience are asked to give examples of the types of management and employee relations issues they have managed
- Roles that require strategic knowledge in an area are asked for examples of this experience
- Roles that require project management skills are asked for examples in this area

On occasions when a candidate can't give an example that demonstrates their experience because they don't have that experience we ask them for examples of what they would do in a given situation, termed as a **situational based question**.

### **Assessments**

- All candidates will be asked to complete a task that assesses their technical skills - some assessments are sent and expected to be completed 1 hour before the interview.
- Most management roles require the candidate to perform a presentation to assess a candidate's ability to communicate and present information
- Our coding roles require candidates to perform live coding assessments

Please continue to check our careers page if you are interested in working for 38 Degrees. If you see a role that you are interested in and you believe that you have the relevant skills, competencies and experience please submit your application. If you would like us to consider a reasonable adjustment please contact us.

We look forward to hearing from you.