



# BritishRedCross

## Candidate Application Guidance

We're committed to recruiting the best people possible to help us with our mission of using human kindness to overcome crisis.

Below, we set out information on the application process to make it as easy as possible for you to apply to become part of our team.

### Our Application Process

Our application is divided into sections. Every section needs to be completed before you can apply.

We'll take every possible step to ensure that everyone is treated equally and fairly, and that decisions on recruitment and selection are based solely on job-related criteria. Therefore, we utilise a name-blind process where personal details including name, and email address or contact information, is not shared with the hiring manager until you are invited to an interview or assessment.

### Supporting statement

You should have a thorough read of the advert and attached Role Profile/Job Description and any "Additional information" (if attached).

Our hiring managers want to understand more about you and the supporting statement is the best place to tell us why you're a great candidate for this role. Consider how your own knowledge, experience, and skills align with the person specification section of the role profile, do you have examples? Not all your examples need to be work related, don't forget to include examples of lived experiences, volunteering for charities, clubs and/or other groups.

Also, please make sure not to include any personal identification details on your supporting statement (name, email address etc).

We'd also suggest you **read about the work we do and our values**. We're keen to understand what motivated you to apply for this role and why you're interested in working for the British Red Cross.

### Don't forget

- If you're not completing the application in one sitting, one of our tips is to draft the statement outside of the application form in a Word document, where any spelling and grammar errors will be flagged.
- Make a note of the closing date. Give yourself plenty of time to fill out the application in case you run into any problems and need support.
- And finally, please make sure to click the 'apply' button when you've completed all sections as we can't consider incomplete applications.

**The power  
of kindness**