

Recruitment FAQs

The recruitment and selection process is a critical component of our people strategy here at Nest. We strive to provide a great candidate experience and with this in mind we have put together some recruitment FAQs to assist you in understanding recruitment at Nest.

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1.1 Is Nest a public sector organisation, are they run by the Government?

Nest is a public corporation that are accountable to Parliament through the Department for Work and Pensions. However, Nest is generally independent of government in its day-to-day decisions. We are run by an independent board of trustees.



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1.2 What approach does Nest take towards Diversity and Inclusion?

Nest are committed to equality, diversity and inclusion. We strive to ensure we're inclusive across all nine of the legal protected characteristics and to individuals from lower socio-economic backgrounds. Nest also strive to create an environment where staff feel empowered, developed and can be themselves at work. All job applicants and staff are treated in accordance with Nest's diversity and inclusion policy.



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1.3 How do I apply for a job?

Please select here: [view current vacancies](#) or select the link on the main page of the careers website. Once you have viewed the vacancy you wish to apply for please select the 'apply online' button and follow the instructions. Our application process should only take you a few minutes.



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1.4 Can I send my CV via email?

We would prefer you to send your CV to us as part of your online job application. If you are unable to do so please email Careers@Nestcorporation.org.uk for alternative ways to apply.

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1.5 What is the selection criteria for jobs at Nest?

The key skills and personal attributes section of the job advert will highlight the selection criteria for each role.

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1.6 What does the recruitment process look like?

Please see our candidate journey roadmap which highlights the typical steps within the Nest recruitment process.

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1.7 When will I know if I have been shortlisted?

We will contact you directly or through your recruitment agency if applicable if you have been shortlisted to progress to the next stage of the recruitment process.

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1.8 When will I know if my interview has been successful?

This depends on the number of candidates being interviewed but we will let you know the expected turnaround time for all interviews and for a decision to be made.

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1.9 I have been unsuccessful, can I ask for feedback?

Yes, we strive to give constructive feedback for all candidates.

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1.10 I can't attend the interview. What shall I do?

Please inform us of your interview availability and we'll do our best to reschedule. Please note if you are unavailable for an extended period of time it may not be possible for us to reschedule. We will inform you if this is the case.

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1.11 Do Nest reimburse for travel expenses?

Being a public corporation, all company finances are allocated to Nest from the Department of Work and Pensions. Therefore we are unable to use public money to reimburse travel expenses.

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1.12 Do Nest sponsor work visas?

Being a public corporation, all company finances are allocated to Nest from the Department of Work and Pensions. Therefore we are unable to use public money to provide visa sponsorship.

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1.13 If successful, what screening clearance checks do Nest conduct before I start?

Nest instruct a third party screening supplier to conduct a series of checks in line with the screening levels of the Financial Services industry. These checks include DBS, employment history and identification to name a few.

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1.14 Are there flexible working opportunities at Nest?

Yes Nest support flexible working. We encourage a good work life balance and support staff wellbeing.

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1.15 How many hours per week will I work?

Our standard working hours are 37.5 hours per week. However we support flexible working.

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1.16 Do Nest support job share arrangements?

Yes. In line with flexible working Nest support job sharing.

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1.17 What happens to my personal details after my application?

We keep personal details of all applicants for a period of 12 months after which the data is deleted. If you are successful in securing a job at Nest all data is held for 7 years after your employment end date and is deleted thereafter.



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1.18 What are Nest's employee benefits?

Nest's benefits can be accessed [here](#) and on the benefits section of our careers on this website.

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1.19 Can I apply for the same job in the future if I have been unsuccessful previously?

Absolutely yes. Nest welcome job applications from anyone. We would hate for someone to be deterred from applying for a vacancy due to being unsuccessful in the past.

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1.20 What type of assessment and selection methods do Nest use for their recruitment?

At Nest we always conduct either a competency based or technical interview and depending on the position we may have more than one interview stage. The interview(s) may be in conjunction with other assessment and selection methods such as online psychometric testing or a case study/presentation. We will ensure each candidate is informed of the specific assessment and selection for their application in advance.



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1.21 I have been invited to take a test(s), what will happen once the test(s) are completed?

Once the tests are completed you will be informed of the outcome and whether you have reached the test pass mark. Upon request we can send you your test scores and test report.

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1.22 English is not my first language. Can I undertake tests in another language?

Unfortunately not but if you inform us that English is not your first language this will definitely be taken in to consideration when reviewing your test score and suitability for the position.

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1.23 What are the Nest corporate values?

Our corporate values are a reflection of our company culture. We have four corporate values; Transparency, Respect, Ease and Empowerment.



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1.24 Who can I contact if I have any further questions?

If you are unable to find the answer to your recruitment question amongst these FAQs, please contact our careers team - careers@Nestcorporation.org.uk



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