



Tel: 0121 454 8966
Email: jobs@sorion.co.uk
www.sorion.co.uk

Job Application and Interview Process

1. Applications

Current vacancies will be advertised:

- Internally
- On our website Sorion.co.uk
- Through approved recruitment websites (for example CV Library)
- Through approved recruitment agencies

Sorion accepts applications from:

- Internal applicants
- Internal recommendations
- Individuals via jobs@sorion.co.uk
- Recruitment websites
- Known recruitment agencies

Applications must be in the form of:

- A current CV, and
- A Sorion Application Form available from www.sorion.co.uk

Direct applications will receive an acknowledgement, along with details of our document D132 Careers Privacy Policy

Initial applications will be assessed by:

- Relevant experience
- Relevant qualifications
- Candidates future potential
- Suitability to the role
- Wage requirements

Unsuccessful candidates will be informed directly, or through the medium by which we received their application. CVs and Application Forms will be held for 12 weeks, and then disposed of confidentially in accordance with our Careers Privacy Policy.

Sorion Electronics Ltd Magreal Industrial Estate
Freeth Street, Ladywood, Birmingham, B16 0QZ
Registered in England No. 2538377



2. Interview process

Candidates will be invited to a short preliminary telephone interview to assess general suitability, such as:

- Their current residence is too great a distance from Sorion
- The vacancy involves telephone work
- Availability for first formal interview

Formal interviews will generally:

- take place at Sorion or via Microsoft Teams
- last up to 1 hour
- be conducted by a director and the relevant line manager
- involve questions regarding the candidates work and educational history, plus any other subjects that may support their application

Second stage interviews will generally:

- take place at Sorion
- last up to 4 hours
- involve a written Standard Assessment Test to establish technical knowledge
- involve a practical test to establish technical skills
- be conducted by a director and the relevant line manager
- involve work-based tasks, projects or presentations

Post interview

Unsuccessful candidates will be informed directly, or through the medium by which we received their application. CV's and Application Forms will be held for 12 weeks, and then disposed of confidentially in accordance with our Careers Privacy Policy.

Successful candidates will be informed directly, or through the medium by which we received their application. A Job Offer Letter will be emailed, along with a contract and copy of our current staff handbook.

Job Offers will be held open for 1 week from the date of offer. All offers must be accepted in writing or via email, confirming start date. If a Job Offer is declined, the candidate's details (including CV, Application Form, and Test/Interview notes) will be kept for 12 weeks, and then disposed of confidentially in accordance with our Careers Privacy Policy.

Once the Job Offer is accepted, successful candidates will receive a phone call to answer any questions, and confirm details of start-time, date, dress-code etc.