

All Go-Woman! Alliance CIC vacancies are advertised through agencies, community centres and the GOAL website.

Each vacancy has a completed Job Description and Person Description Form.

Our recruitment process is then based on a two-staged interview process.

Candidates are matched to the job description based on the details from their cv's. A shortlist of candidates is then compiled, for the first-stage interview.

From this stage, a shortlist is drawn up of the strongest, most well matched individuals, based on their interview performance, their skills and the relevance of their experience. A minimum of three candidates must be selected for this stage and a maximum of five. If the minimum level is not achieved, then additional candidates are called.

This first stage interview is carried out on a one to one basis with a Director of the company.

The final interview is more rigorous and concentrates on the individual ability of the candidate and what special skills that he or she can add to Go-Woman! Alliance CIC. A scoring mechanism is then used based on interview performance, skills, academic and professional record, and unique attributes.

The final interview is based on a panel format with a maximum of three members on the panel where required. Each member completes individual scorings for candidates.

A final decision is made within 48 hours of all of the final interviews taking place.

Reviewed: 5th September 2023

Review date: September 2026

