

Synchronicity Earth Guaranteed Interview Scheme and Candidate Survey

Equity, Diversity, and Inclusion is very important to us at Synchronicity Earth. As part of our ongoing commitment to attracting and retaining talented individuals from under-represented groups to the conservation and environmental sector, we are monitoring the diversity of our candidates so that we can assess how successfully our job advertisements are reaching a diverse audience. The data you provide will only be used

1. in an anonymised form to undertake this monitoring
2. to identify whether you are eligible for and have opted into the guaranteed interview scheme (if you have a disability and/or are from a BAME background)

By completing the form you consent for your data to be used in this way.

This data will remain anonymous from the recruitment committee who will be assessing anonymised applications with characteristics such as gender, appearance, and background removed to mitigate against unconscious bias.

If you are eligible for the guaranteed interview scheme and your application meets at least 80% of the essential criteria for the role as identified through the application questions which are scored against the 'What you will bring to the role' section of the job description, you will be guaranteed a first-stage assessment. In most cases, this will be a 20 minute interview held via Zoom, however, in the case of an extraordinary number of applicants, the first-stage candidates (including guaranteed interview scheme) will receive a short written task. The results of this assessment will be used to select candidates for the second-stage interview.

Please complete our candidate survey via the following link -

<https://airtable.com/appdaX77mzyyaCFJU/shrvMYZ58mSlafwZj>

You must have completed the candidate survey by the deadline day, stated on the job advert, to be eligible for the Guaranteed Interview Scheme.