

What to expect from our selection process



**LLOYDS BANK
FOUNDATION**
ENGLAND & WALES

How We Recruit

We believe finding the right person for a role is about more than a CV. It's about understanding who you are, what you stand for and how you work alongside others. We want the process to be straightforward and respectful so you know what to expect at every stage, and feel able to bring your best.

We're committed to supporting everyone who works with us to reach their potential, whatever their background. That means we have a recruitment process that's genuinely inclusive, and a workplace where people feel supported, valued, and able to thrive.

Our recruitment is anchored in our four values: Bold, Inclusive, Relational and Can Do, and we're looking for people who demonstrate them in the way they work. We want people who are driven to deliver excellent results for the Foundation and, most importantly, for the people and places we exist to serve. We are building a culture of accountability, where everyone takes ownership of their contribution and holds themselves to a high standard. If that sounds like you, we'd love to hear from you.



One Roof Leicester



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Step 1: Application

Most roles begin with a short application form through our online portal, Hireful. You'll usually be asked two or three questions designed to help you tell us about your experience, your motivation, and how your values connect with ours.

You might be asked about your reasons for applying, relevant experience or achievements, and how you lead or work with others. Each question has a word limit which is usually around 300 words. We'd suggest drafting your answers somewhere else first before submitting them through our application portal.

You'll also be asked to upload a current CV. This helps us understand your broader background and the experience you're bringing with you.



Step 2: Interview Stages

Depending on the role, our vacancies will either follow a one-stage or two-stage interview process:

First Stage (Longlist) Interviews (if applicable)

These are usually held online (via Teams) and focus on your experience, motivation, and alignment with our mission, vision and values. These will usually be about 30-minutes long.

Final Stage Interviews or Selection Day

These are typically in person and may include a task, presentation or scenario-based questions. You'll also have the opportunity to meet colleagues and get a feel for how we work.

We'll always share clear information, including interview question topics, ahead of each stage so you can prepare with confidence.

Each role has a clear timeline set out in the recruitment pack, covering the application deadline and interview dates. We ask candidates to keep these dates free when they apply.





Maa Shanti

Inclusion

We hold Disability Confident Employer status (Level 2) and are working towards full status by 2027. This means that if you're a disabled applicant and your CV and application answers clearly demonstrate that you meet the essential criteria for the role, we will invite you to interview.

There may be occasions where the volume of applications means we can't offer an interview to every person who meets the essential criteria. When that happens, we also consider desirable criteria to ensure the process remains fair and manageable for everyone involved.

More broadly, we are committed to building a diverse team that reflects the communities and people we work with. We believe that diversity of background, experience and perspective makes us stronger and helps us make better decisions. We actively welcome applications from people who are under-represented in the charity sector, including people from Black, Asian and minoritised ethnic communities, disabled people and those with experience of the issues our funded charities work to address.

Support, Adjustments & Feedback

We know that one size doesn't fit all, and we want everyone to have a fair chance to show what they can bring. If you'd like to discuss adjustments that would help you during the recruitment process, please get in touch. We're happy to talk things through before you apply.

In the past we've supported candidates with note takers during interviews, printed questions shared in advance, extra time for assessments and access to specific accessibility software. Whatever would help you, we'll do our best to make it happen.

To request adjustments at any point in the recruitment process, contact our People and Culture team at recruitment@lloydsbankfoundation.org.uk

We also believe in giving candidates honest and useful feedback. For everyone who reaches the interview stage, we will always aim to provide constructive feedback to help you understand how you performed and support your development. Due to the volume of applications we receive, we may not always be able to offer individual feedback at the application stage, but we will always let you know the outcome as promptly as we can.



CARE - Christian Action &
Resource Enterprise



Questions?

Please get in touch with the named contact in the recruitment pack if there's anything you'd like to know about the process or if you would like to arrange an informal chat about the role.



DIAL (Barnsley)



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