

Getting a new job can be daunting – this is how we'll help you through the process.

REFERRAL

A new candidate is usually recommended by one of our trusted referral partners. We do accept self-referrals however you may be asked to provide the details of a professional who can endorse your self-referral.

PRE-SCREEN

This is generally a brief phone call lasting no more than 20 minutes. We use this conversation as an opportunity to tell you about the services we offer and to clarify the way we work. We then check that the information provided in your referral form is correct and you meet one or more of our eligibility criteria. If you are eligible to use our services and feel that RADICAL is a good fit for you, we ask you to send us your CV and book you in for a registration meeting.

REGISTRATION

This is usually a face-to-face meeting to help us get to know you. We carry out an honest assessment of your current situation and identify any potential barriers to you working. We spend time understanding your strengths and we review your CV so that we understand what skills and experience you bring to the table. We also identify any career gaps and talk to you about the circumstances around these. We talk about your career aspirations and help you to identify your long and short-term employment goals. You sign our privacy policy and candidate agreement before moving forward in the process.

PRE-WORK SUPPORT

The type and amount of pre-work support that we provide varies from person to person. Some candidates need lots of support whilst others need significantly less. We always provide critical but friendly feedback on your CV and help you redevelop it to ensure your skills, strengths and experiences are marketed in the best possible way. We can also support you to write and edit your job applications and we introduce you to employers who have vacancies that match your skills and experience. If you don't have access to a laptop or personal computer, we help you to secure a refurbished one in aid of your job search. We can offer you Cognitive Behavioural Therapy and Person-Centred Talking Therapy; free of charge, if you think it would be useful. We help you prepare for interviews by coordinating volunteer supported mock interviews. If you don't have suitable clothes to wear to interviews, we help sort this out too.

INTERVIEWS

In addition to practice interviews we also teach you how to talk about the gaps in your CV, transferable skills gained through non-employment related experience and, where relevant, how to disclose a criminal conviction.

JOB OFFER & ACCEPTANCE

When a job offer is made, we review your employment contract and where relevant, help you to negotiate your salary and package. We receive your signed contract and pass this on to your new employer. We also confirm new starter instructions with your employer, so you have all the information you need to make a great start to your new job. We call you, in the lead up to your first day, to check that everything is in order and there are no last-minute questions that need answering or nerves that need settling.

POST PLACEMENT SUPPORT

We contact you on the night of your first day at work to check that everything went smoothly. We then check in with both you and your employer (where appropriate) at the end of every week, for the first four weeks, and once monthly thereafter or until everyone is comfortable that the placement is a good fit and our assistance is no longer required. At any time, you can call, text or email us to ask for support with any hurdle's life throws your way.

We can also help you to progress in your chosen careers, whether they be with the company we placed you in or with another employer.