



What do you look for in a successful job application?

When assessing a candidate's suitability for a post we will be looking to see whether the candidate meets the essential criteria for that particular post. The essential criteria includes qualifications, skills, Knowledge, Experience and other factors such as displaying behaviours that align with our organisational values.

This is why it is really important to read the job description carefully and make sure your application reflects your ability to meet the requirement of the job description. It is also important to include why you want that specific job. So do some research and make it personal.

Is having top grades and no work experience better or worse than having mediocre grades and lots of work experience?

There is no right or wrong answer to this question as it is dependent on what career path you take. It is important for you to work hard and do your best. You should research the industry you want to go into and see what they value. Work experience is important to help develop personal skills and you could gain this through volunteering.

Can you be overqualified for a job?

No, but it might not be the right role for you in that stage of your career. It isn't unusual for people to want to step back at certain times so they can focus on other things or you may have a higher qualification than is required but you need to gain practical experience.

What is the minimum wage for someone starting at your company or in the industry you specialise in? What is the average salary?

This is dependent on the job role that you conduct. If you were employed as a Sales Assistant or Coffee Shop Assistant in one of our retail outlets your starting salary would be £17,756.00 per annum based on your working 37.5 hours per week. If you were qualified to be a Registered Nurse on our inpatient unit your minimum starting salary would be £24,798.00 per annum based on your working 37.5 hours per week.

What personality traits do you look for on a successful candidate?

This will depend on the role that's why it is important to read the job description. There are general qualities that will benefit you when applying for a job such as being organised, attention to detail and the ability to talk to new people with confidence.



We are looking for employees that display behaviours in line with our organisational values which are:

Compassion

Teamwork

Respect

Open

Inclusive

What qualifications do you need to gain employment in your company or the industry sector you specialise in? Do specific subjects help?

The Hospice employees' people from a range of industries and different roles will required different qualifications. Some areas will value experience such as customer services and others for example nursing will require a degree.