Application and assessment process for the Group graduate scheme

We want every candidate to have a positive and accessible experience throughout our recruitment process. We welcome applications from individuals of all backgrounds and are committed to ensuring everyone has an equal opportunity to demonstrate their skills and potential.

Stage 1: Application

Apply through the RSK website and submit your CV. This is your opportunity to tell us about yourself, your achievements, and why you would like to join the RSK Group graduate scheme

Stage 2: Initial interview

If you successfully pass the initial screening stage, you will be invited to a short online interview with a member of the Early Careers team via Microsoft Teams.

This informal interview will last approximately 20 minutes and will focus on your motivation for applying, your interest in the role, and your career aspirations.

Stage 3: Technical and competency interview

Candidates shortlisted for the final stage will be invited to a second online interview with a subject matter expert from their chosen programme area.

This interview will assess your competencies, behaviours, and relevant skills. You will be asked to provide examples from your academic, professional, or extracurricular experiences and may be asked to discuss how you would approach certain scenarios.

The interview will last approximately 45 minutes.

Review and feedback

All applicants will be contacted by email regarding the outcome of their application. Candidates who complete a Stage 3 interview will receive feedback within approximately 14 working days.

Tips for online interviews

✓ Test your camera and microphone before the interview to ensure everything is working correctly.
✓ Join the meeting approximately five minutes early to give yourself time to settle in and prepare.
✓ Check whether you need to provide any identification documents and have these readily available.
✓ Keep a glass of water or another drink nearby.
✓ Look directly at the camera where possible, rather than at a second screen.

Need additional support?

We hope this information helps you feel prepared for the interview process. If you require any further information or reasonable adjustments at any stage of the recruitment process, please contact the early careers or recruitment team, who will be happy to assist.