

Recruitment Process



1

Online Application

You'll apply using our online application form. Ensure you answer all the questions in full to give you the best possible chance of being considered.

Online Assessment

For some roles we will ask you to complete some online tests. We will share a link with you to access the tests, and full guidance and practice questions will be available.

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Assessment Centre

We may ask you to attend our in-house assessment centre. This helps us to assess the key skills required for the role. Practice materials will be shared in advance, and full guidance will be given on the day.

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Interview

You will be invited to attend an interview next (either a video interview or in-person). We use structured competency-based interviews and we will ask you to provide specific examples from your work history.

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Medical

We'll ask you to complete a medical, which will include a drugs and alcohol screening. This is compulsory for everyone. If your role is safety-critical, you'll need a more comprehensive pre-employment medical assessment.

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Offer

Once you have passed your medical, we will send you a formal offer and contract to review. Once accepted we will ask you to log in and complete the onboarding documents, so we are ready to welcome you on your first day.

7

Referencing

All offers of employment are subject referencing covering a 5 year period, including a right to work check and a basic criminal record check (additional referencing is required for some roles).

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Welcome

All new colleagues will attend an induction where you will learn more about Southeastern, and for frontline roles you will attend our training school to gain all of the knowledge/skills needed to be successful in your role