

Recruitment at the Lab - A few tips for applicants

We want to help you do your best when applying to the Lab. The following are a few tips to help you do this.

Your application

- Don't just tell us you can do something: **share concrete examples** to show us you can.
- **Use the available word count** for each question and be aware we'll review each question as a stand-alone response (so don't just refer to a different question response, for example).
- Do some research about our organisation. We know you can't know us inside out, but don't talk about 'working with our fundraising team' when a quick look at our [team page](#) would show you we don't have one. **If you could only read two things** I would recommend you look at our [2030 strategy](#) and our page on the Lab's [culture and values](#). These will give an insight into what we do and how we do it.

Your interview

- We're a **systems change** organisation, so (for more senior roles especially) it's likely we might ask you what that means and why it's important for us. We're not expecting you to be an expert but having something to say is important. We'd recommend [this document](#) from NPC and Lankelly Chase as a starting point.
- **Diversity and inclusion matter to us** and we want to know that they matter to you too. Be prepared for a question on this.
- Finally, remember **the interview is a two-way process**. You have agency – don't be afraid to use it! Take the opportunity to share any information you haven't yet been able to. Phrases like 'I forgot to say...' or 'I didn't get a chance to mention...' can help.

A bit about the Applied platform

We know some people find the Applied platform a bit confusing. Here are a couple of things that might help you understand what it's like for us to review applications on Applied:

- The platform brings up the answers from all applicants to a single question before the reviewer can move on to the next. This means reviewers can more easily compare the answers to each question across applicants. It also prevents reviewers from building up what they think is a 'picture' of a single applicant (which can open up greater possibility of bias).
- We don't see your name or contact details while we're reviewing answers. All we see is what you have written in response to that specific question. We don't know which other answers are yours and we won't look at your CV unless you score highly in the sift questions. That means it's really important you answer each question carefully and fully. You can name institutions or projects you've worked for or on, if it's relevant to your answer.

And finally...

If you think you would thrive in a role we are advertising (including where you don't meet all the requirements listed) but would like to discuss this further before applying, please email jobs@financeinnovationlab.org and let us know your question(s). We are a small team but we are keen to support your application, so please don't hesitate to get in touch.