

Senior Leader Recruitment Principles

1. Candidates at the heart of the process

2. Staged recruitment process map (agreed)

3. Realistic timelines for all parties including candidates

4. People Services support process stages RACI

5. Route to market & creatives agreed with Resourcing

6. All market messaging on point & consistent

7. If search, all partners procured to new rules

8. Partners as *advisors* to Directors

9. Diverse candidate slates + monitoring

10. Consistent, valid & fair assessments (member training)

11. Interview questions from standard bank

12. Diverse assessment panels + monitoring

13. Recruitment decisions based on evidence gathered

14. Associated documentation fit for purpose & clear

15. The 'best fit' candidate gets a job offer