



2024 Graduate Recruitment Timeframes

We recruit on a rolling basis, meaning we'll continue to accept and process applications until all vacancies have been filled. Here are some key dates to keep in mind:

- First stage MS Teams interviews will be held from 30th October 2023 onwards.
- Second stage face to face interviews will be held from 2nd November 2023 onwards.
- Verbal offers will be made from the 13th November 2023 onwards.
- New starter social for September starters in our South offices (Chesterfield & Sheffield): 22nd August 2024.
- New starter social for September starters in our North offices (Cleckheaton, Leeds & York): 30th August 2024.

As part of the online application form, you'll be asked to select your preferred team, location and start date (April or September).

To be considered for our April 2024 intake, you must:

- Submit a complete and correct online application by 14th February 2024
- Complete your online tests by 29th February
- Attend a 1st stage MS Teams interview by 7th March
- Attend a 2nd stage face to face interview by 15th March

Eligible applicants who do not meet the above deadlines will be considered for our September 2024 intake instead. To be considered for our September 2024 intake you must:

- Submit a complete and correct online application by 10th July 2024
- Complete your online tests by 24th July
- Attend a 1st stage MS Teams interview by 31st July
- Attend a 2nd stage face to face interview by 8th August

Eligible applicants who do not meet the above deadlines may be considered for our April 2025 intake.

We therefore recommend submitting your application as soon as possible to ensure you don't miss out on your preferred position, location and/or start date.