

HS2 Careers Ltd 2022 – FAQs

For anything not covered here, please email HS2jobs@hs2.org.uk

Your application

Q: Do you only accept applications for open vacancies via the HS2 recruitment website?

Yes, we can only accept applications to open vacancies via our recruitment portal. This is so we have a consistent and fair process for everyone.

Q: I am not a British or Irish national. Can I still apply?

You can apply for a permanent vacancy if you have an up-to-date work permit or Settlement Status that lets you work in the UK indefinitely.

If you have a restricted permit or visa with an end date, due to the number of permutations we would ask you to flag this to us prior to your application at hs2jobs@hs2.org.uk so that we discuss with you directly in more detail.

HS2 cannot sponsor any applicants via the Tier 2 route, now commonly known as the Skilled Worker route.

Q: Is the closing date flexible?

We work to strict timelines and so don't accept late applications under any circumstances.

Q: How do I know that you've received my application?

You'll get an email confirming receipt as soon as you submit your online application.

If you don't receive this confirmation, please check your junk mail. If you still can't find it, let us know by emailing hs2jobs@hs2.org.uk.

Q: If I apply and I'm not selected, will my details be held and considered for other roles?

During the recruitment process, your application will be visible to all company recruiters and relevant HR personnel and may be considered for a few future roles with us. For more information about how we manage your personal data please read our [personal information charter](#).

Q: Do I have to complete your diversity monitoring form?

Completing the form helps us to check that our recruitment campaigns attract a diverse pool of candidates and to create a consistent process that's fair to everyone.

If you're uncomfortable about filling in the form, you can select the 'prefer not to complete' option for each section

The information you provide in the diversity monitoring form is kept separately - it's not treated as part of your application. It's confidential and is only used for statistical purposes.

Q: How do you decide which roles you put out to external candidates and which ones you do not?

Recruitment for permanent vacancies at HS2 goes through a fair and transparent process. We have a commitment to developing our internal talent pool. This means in most situations all roles advertised on HS2's external careers site has completed their internal applications and are available to all people not employed by HS2 at the same time.

Your interview**Q: I can't attend my interview on the date given. Can I request a different date?**

We can't always provide alternative interview dates because of time constraints, but we'll be as flexible as possible.

Q: How do I request a reasonable adjustment?

At HS2 we utilise the [Clear Talents tool](#) in our recruitment process. this allows you to tell us about the adjustments you need at the point in the recruitment process you need them. A Clear Talents link is sent to each job applicant. When you complete your profile, it will generate a report which allows us to make relevant adjustments should you need them. HS2 is committed to ensuring every applicant can demonstrate their skills and abilities at their best.

Q: Can you cover my interview travel expenses?

We don't reimburse travel expenses.

Q: How soon after the interview will I know the outcome?

Our general approach is to offer the role to the preferred candidate and to feedback to any unsuccessful candidates at the earliest opportunity. This can vary depending on the panel, how many days the interviews are spread over, and how many candidates are seen. If you haven't heard from us, please contact hs2jobs@hs2.org.uk.

Q: At what stage are reference checks taken?

If you are successful and we offer you a role with HS2, then we will go through a few background, security and verification checks before you start. The offer is conditional on passing these checks.

These include previous employment verification, education verification, finance checks and a basic check of unspent criminal convictions.

Some roles may require more in-depth background checking, but we will discuss this with you during the application process if this is the case.

Q: Can I get feedback on my application?

Due to the high number of applications we receive we are unable to give specific feedback to people who don't reach interview stage; but please visit the [application help page](#) for hints and tips to optimise your chances.

After interview we provide you with written feedback to help you understand what you did well and what you can improve.

Q: Where can I research HS2 Ltd, its role and background?

For information about HS2 Ltd and the work we do, please visit our '[Why HS2](#)' page

After your interview

Q: How can I stay up to date on the latest roles with HS2 Ltd?

All roles will be advertised on our recruitment platform. You can also register for job alerts.

Q: If I've applied before, can I apply again?

Yes. We know your skills are always developing and our requirements can change. We'll be happy for you to apply for any role your skills fit, even if you've applied before. If you are finding that you are repeatedly unsuccessful at securing an interview, we would advise you to read some of the hints and tips on our [help pages](#).

Q: Do you offer relocation?

No, we don't offer relocation.

Q: What's the dress code at HS2 Ltd?

Generally, we're relaxed and operate a smart casual dress policy. A formal dress code is only required for external meetings.

Q: What kind of training can I expect?

We're keen to support your personal and professional development, so on top of the mandatory training you have to complete, you can get access to a wide range of learning opportunities to enhance your capability within our organisation.

Q: What are the opportunities for career development?

We're committed to providing every opportunity for our people to grow their careers. We advertise all our vacancies on our internal job board and we're already experiencing many internal moves.

We also discuss career plans as part of our regular employee performance reviews, to support our people's career ambitions.

Q: Will I need to travel much?

Depending on the role, you may be expected to travel to other HS2 Ltd offices, to suppliers' sites, or along the line of route.