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LCLM5002

Individual Presentation



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Reed in partnership

- A recruitment company working closely with the Jobcentre and universal credit to give people the best chances of getting back into work
- We are a regional firm

Talented.com



Job description



- It is important to have the right job description in order to attract the best candidate

Ours are as follows:

- People that are on universal credit automatically get referred to the restart scheme with Reed in Partnership to speed up their re-employment
- The successful candidate will be expected to help with all aspects of helping somebody get recruited such as CV writing, help with expenses, applying for jobs and much more

Neil Morelli (2023)

Successful candidate

- Will be expected to follow protocols, be professional but still have compassion and understanding. Mainly because many of the participants have personal issues that also play a part in them not currently working (immigration, homelessness, mental health etc)
- Daniel Higginbotham (2025)



Interview 1 (scenario)

- What would you do if one of your participants was homeless but you could see the potential in the individual, and you managed to secure them a job interview?
- We have a fund that we are allowed to help people with things like accommodation, haircuts, clothing, hygiene and other things that will make somebody more hire-able.
- Jaidin, Jainatul. (2018)



Interview 2 (panel)

- We will ask about previous work experience
- We will ask about time when the candidate was under high pressure and still had to perform
- We will ask what they know about our company and why they want to work for us
- We will ask what the candidate expects from the company

4cornerresources.com (2025)



Interview 3 (in-person 1 day shadowing trial)

- We will be watching the candidate throughout the day from before they even enter the building.
- We will watch them on camera as they arrive (punctuality), the way they dress, speak and carry themselves.
- We will analyze their people skills throughout the day

Erin Ellison (2023)



Difference between in-person and online

- It is much easier to portray yourself in the perfect light when you are not face to face with your interviewer
- The pressure of being face to face automatically displays your confidence under pressure



Conclusion

- Online interviews can be useful when the volume of candidates is very high.
- To really get to know someone, you must meet them face to face and ask difficult questions
- Analyzing somebody when they are unaware is the best way to find out who they really are
- Compassion and kindness should never be underestimated in this job – even though professionalism must be maintained.



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Thank you

Stay motivated