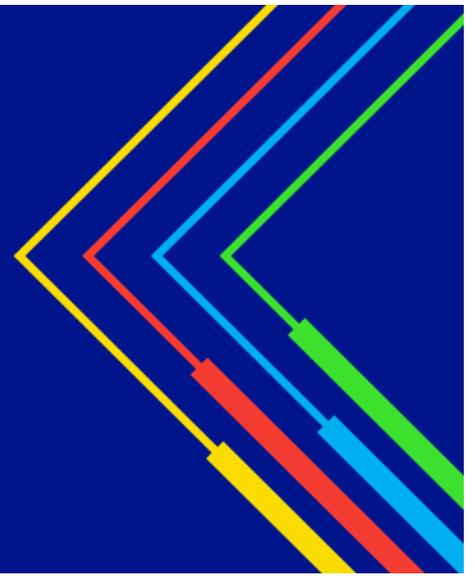


New Talent FAQ's



About National Grid

What roles are you recruiting for?

We are looking for Graduates, Undergraduates and Apprentices across different functions. You can find out more about each role here <https://careers.nationalgrid.com/new-talent>

What training do you offer?

We're passionate about providing a work environment where everyone feels welcome and confident to bring their whole self to work. So, if you're inspired by opportunity, driven to succeed and always on the search for new ways to develop, find out if we're the right fit for you. You will be supported by our ambitious growth strategy which includes a comprehensive training and development plan. You'll play an active part in our business and demonstrate your ambition every single day.

What is your diversity policy?

At National Grid, culture, diversity and inclusivity aren't just buzzwords we bounce around; they're part of the fabric of our organisation, shaping every aspect of how we approach what we do. It's our duty to connect communities across the United Kingdom to energy. And – to do that properly – our teams should reflect the people we serve.

Diversity encourages new ideas and fresh perspectives; it stimulates engagement and helps attract top talent. That's why we're striving to break down barriers to recruitment, development, progression and retention.

From our employee resource groups that do everything from attracting minority candidates to acting as mentors internally, to our culture of celebrating talent and achievement. You'll be given every opportunity to reach your potential here, regardless of your gender, race, ethnicity, faith, sexual orientation, disability or background. Creating a culture of inclusivity, acceptance and celebration is an ongoing mission, and one we're always working on.

Application process

How can I prepare for the video interview?

Take 5 – 10 minutes to reflect on your qualities and achievements to date. We also recommend you take a look at our website and do some research about [National Grid](#). Most importantly we want you to be as

natural as possible during the interview so there is no need to prepare answers. Check your microphone and camera is working, ensure you're in a well-lit location, and we recommend wearing business casual dress. You do have the opportunity to complete a practice question as many times as you want to get you comfortable in front of the camera. You'll also have a small amount of preparation time for each question too.

How can I prepare for the game-based assessments?

We would strongly recommend reading the instructions on the 'games summary screen' prior to completing the game-based assessments.

How often can I apply to National Grid?

You can apply to National Grid's New Talent programmes once every recruitment cycle, which typically spans from September to February. If you attend assessment centre, regardless of the outcome, you can request feedback on your performance, which you can then build on if you decide to apply again.

Do I have to be in my first year of study to apply to a National Grid New Talent programme?

Yes, for those that are applying for an apprenticeship or graduate programme, you will need to be in your final year or already have achieved your qualification. For our undergraduate programmes, you must be in your penultimate year.

What is the application process timeline?

This is mostly down to you, and how quickly you complete the different stages. Once you have completed the online part of your application it will be review by our recruitment team. If you are invited to an assessment centre, these are held regularly in different locations across the UK or virtually and you will be invited to a date and location for the programme you have applied for.

Does the time that I take to apply alter my chances of being offered a job?

Assessment centres take place from October onwards. We encourage you to apply as early as possible as applications will close early for those roles which are popular. Additionally, we encourage you to apply early to ensure that you secure an assessment centre for your preferred programme.

Does it matter if I do not have a scientific or engineering background?

Our trainees come from a variety of educational backgrounds, including art, music, and language. However, dependant on your preferred programme, there will be minimum requirements. Please ensure you check the role description before applying.

Do you provide extra time/adjustments for your recruitment process?

Yes, if you require adjustments for any part of the process, we'd encourage you to contact us via email so we can ensure the right adjustments are in place. We are happy to work with candidates who require adjustments in order to make our process accessible to all.

Do you have to come to the UK if I am applying from overseas?

You can complete the online application form, the online game-based assessments and the video interview from abroad, however if you are invited to attend an assessment centre, you would be required to meet us in person, in the UK. This is to ensure consistency and that all candidates are experiencing the same process.

How do I know if I am more suited to the graduate or experienced hire role?

If you have more than three years of experience working in your field of choice, then you would normally be more suited to an experienced role. If you are unsure, please make an application to both your preferred programme and any experienced roles you're interested in, and the team will review your applications.

Do you sponsor visas for international employees?

We encourage applications from international students, and dependent on the role, we work on a case by case basis, we have the opportunity to sponsor your visa up to tier 2 if you are offered a job at National Grid.

Do I need a driver's licence to apply?

All roles will vary so we'd encourage you to check the role description before applying. If a role states you must have a driving licence before applying, we wouldn't be able to accept your application if you do not have one.

How can I find out more about National Grid?

Throughout October, November and December we will be at universities, attending careers fairs and giving presentations, in person or virtually. Attending one of our events, will give you the opportunity to get to know more about National Grid, meet some of our team, and kick start your application.

Do I have to send a cover letter or CV when applying?

Our system asks all applicants to submit a CV when you create an account so please ensure it is accurate and up to date. For our New Talent programmes, we review your online application and online assessments prior to the assessment centre.

Assessment centre and final interviews

Will you cover travel expense?

If you need to travel to attend your final interview, we will refund your travel expenses. The process for this will be communicated in the invitation to attend.

Do you provide feedback if I attend an assessment centre/interview?

We really appreciate the commitment made in attending our assessment centre, so we always give feedback. We include specific feedback from the assessors on the day in the hope that each candidate will find this useful, regardless of the outcome of the selection day.

What does the assessment centre consist of?

The assessment centre exercises can vary depending on the role you have applied for. This will be communicated to you in the invitation to attend.

What is the dress code for the assessment day?

We would recommend business dress but also recommend something you're comfortable in.

How can I prepare for the assessment centre/interview?

When preparing for the assessment centre we recommend you brush up on your achievements and why you'd like to join National Grid. When invited to your assessment centre you will be sent more information about the different exercises and what to expect so that you can prepare fully.

Starting at National Grid

What happens when I receive an offer?

Once you have received an offer you will be sent an offer letter and contract as soon as possible. You will then be assigned a 'buddy' who will be your main point of contact. You will also be invited to attend an

induction which is a great opportunity to meet other offer holders, National Grid employees, and get up to date with what's happening within the company.

Do I have to live near National Grid's head office (in Warwick) to be an employee?

Your base location will be dependent on your role or programme. Some roles require you to live within 45mins of the base location, but also require you to travel to other sites, however some roles have no restrictions or limitations on your choice of commute.

Will I have the opportunity to work abroad?

We have roles that may be involved in projects abroad, and as the company grows globally, we will likely have opportunities to work with colleagues further afield. However, as we also move towards a more hybrid model, there is much more opportunity to work virtually and therefore travel would not be necessary. National Grid have specialist programmes in both the US and UK, and these currently operate independently.

Can I defer my entry and take a break between graduating and starting work?

We understand that you may like to take a break or gap year before starting your career with us however, we are unable to guarantee that the opportunity you've applied for, will also be required the following year.