

# THE CANDIDATE EXPERIENCE



## WE POST THE ROLE

A clear role description (no jargon) coupled with our Employee Value Proposition, which will give you a really good idea of what it's like to join us. We can't always share client names upfront however we can assure you, we only work with brands that share our values. We will be clear in our descriptions, open about our approach and if you have any questions, you can email us. We can guarantee if it's a FESTIVE ROAD role, it's ground-breaking, transformative and a chance to be part of something really special. Sounds like your thing? We can't wait to meet you!

## YOU APPLY

If there are any reasons that we cannot accept your application e.g. current work location, lack of relevant experience, you will know right away. We commit to making timelines to shortlisted applicants very clear. If you are unsuccessful, we will be as specific as possible as to why. If you are unsuccessful for one role, don't be put off! We have new clients joining us all the time.

## WE REVIEW & ASSESS

If shortlisted, you will be directed to an online competency-based assessment. You can complete these questions at home/on a mobile device and we will provide you with best-practice guidance to ensure you can shine. We're not trying to catch anyone out. In fact this step will be as enlightening for you as it is us, as we will provide a copy of your results. If you are successful at this stage, we will invite you to interview. If you have any additional requirements in order to complete the competency-based tests, you will have the opportunity to share this so that we can support you.

## INTERVIEWS GET TO KNOW YOU/US

By this point we will have reviewed your application and competency-based assessment. Now we need to really get to know you and for you to know us. You can expect a formal interview however one designed to bring out the best in our candidates. You will be interviewed by a small panel of Roaders, who are there to also help with any questions you may have. Our purpose is simple "to create better travel & meetings management". We don't do the same-old, same-old and we challenge the status quo. Expect interview questions that prompt you to share how you would fit into our unique environment. Whether you are successful or not, you will receive feedback from us. And if this isn't the right role for you, we'll keep in touch as there will be many more. You may be required to have a second interview with one of our Managing Partners.

## SELECTION

You made it! Congratulations! Once we have gone through the usual HR and background checks, we will secure your start date and present you with our onboarding pack. It will tell you exactly what to expect in your first 30 days. Everything from where and when you will get your equipment to how you access the FESTIVE ROAD hive mind. You'll get to meet other Roaders and then you will be introduced to your client. We'll do our best to ensure you hit the ground running. Our mantra is "do what you love, love what you do" and our aim is to enable you to do just that!

## WELCOME TO THE ROAD

This is where the fun starts. Think of the Roaders as your unique set of cheerleaders. Each is an empowered, deep subject matter expert willing to share their knowledge with you. We're all unique yet united by a common purpose and ethics. Our leaders will stretch you, coach you and want you to be your best...in a way that is undeniably you. A warning...this will feel different. If you are from a corporate background, it may take a while to get used to but once you do, there's no going back!