

November 2022

Thank you for considering LGT Wealth Management as your next career step through our Business Development Academy programme. We are excited to be welcoming our next cohort through our doors once again!

This year we have partnered with our early career's talent partner Bruin, to support us with the recruitment and selection for these positions. To that end, Bruin makes use of BeApplied, an innovative platform which aims to remove all bias from the early recruitment stages by anonymising applications and assessing candidates on questions designed to identify relevant skills and abilities, without the sole reliance on a more traditional CV and cover letter.

The Be Applied platform also generates detailed, personalised feedback from the assessors for every candidate application which candidates can use for future recruitment application processes.

These enhancements are aligned to our Firm's mission to *"attract, develop and retain the best and brightest from all walks of life and backgrounds"*.

Why blind recruitment?

We want to provide all applicants a fair opportunity and by minimising the risk of bias, we are able to consider candidates on merit alone.

CVs are not always the best predictors of whether a candidate would be good at the job and thus, can mean missing out on the most talented candidates.

The Be Applied platform combines blind recruitment with assessment processes that allows the hiring manager (and the wider hiring and HR team) to rate the candidates's answers/assessments without having access to candidate's CVs or profiles at the initial assessment stage. This avoids the risk of confirmation and affinity biases.

What will the application process look like?

Candidates will be able to apply for our academy opportunity through the below link:

<https://app.beapplied.com/apply/rb1zfuvutg>

Candidates will then be asked to create an applicant profile, answering diversity and administration questions and uploading a copy of their CV.

About you

We need this stuff to make the application process work, but it's kept hidden from anyone reviewing your responses.

FIRST NAME

First name, eg. Jerry

LAST NAME

Last name, eg. Smith

PHONE

eg. 07911 555 123

In case the hiring team need to get hold of you

CV/RÉSUMÉ

[Having trouble uploading?](#)

No file chosen

Do you have the right to work in the UK?

☐ Yes

☐ No

Candidates will be introduced to five questions which form the initial assessment stage in this recruitment process. Responses are capped at 250 words and will provide the assessors with an insight into motivations, key skills and creativity.

How the application will be assessed

The short questions will have a marking guide tailored for each question to ensure marking is consistent across all assessors. Candidate responses are reviewed one at a time (as opposed to in comparison) and will be shuffled and randomised to ensure ordering does not impact a candidate's overall score.

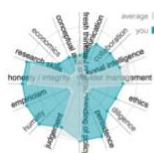
Each of the answers will be assessed three times by different assessors, to ensure additional fairness in marking.



Candidate feedback

How your skills compared overall

We keep track of what skills are tested by each question. Based on that we can (roughly) break down how you did against other applicants in the skill areas shown.



Still keen to work at The Behavioural Insights Team?

[get notified](#)

We'll email when The Behavioural Insights Team have new roles

Automatic and detailed feedback will be sent to all applicants (both successful and unsuccessful) allowing them to see where they were ranked in comparison to other applicants in general and in specific skills.

Short answer questions

Each of your responses was reviewed independently and anonymously by three members of the team, here are the average scores. Our [features page](#) explains a bit more about the review process



Q1 Q2 Q3 Q4 Q5

Q4. Your manager asks you to work on a project with a foreign government to help improve the efficiency of their tax system. You read online that the government in question has been accused of human rights abuses and electoral rigging. What do you do?

While the above mentioned human right violations and electoral rigging accusations might insult the human in me, I believe this has nothing to do with the task in hand. I would appraise my manager of the government's record and will seek his counsel to ensure that my firm is not



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Following your initial application, if successful you will undergo a first stage interview with Bruin, followed by an in person assessment day at our LGT central London office. Further details concerning the assessment day will be provided to the successful candidates shortlisted to attend in January 2023.

Timeline

The below is the timeline we are expecting to work to during our recruitment process.

14 November 2022	Applications Open
11 December 2022	Applications Close
11 December 2022 – 10 January 2023	Assessors review candidate applications. BRUIN to contact candidates who have made the initial longlist
3 – 12 January 2023	The top 10 candidates are invited through to attend the LGT Assessment day
17 January 2023	LGT Assessment Day
18 – 20 January 2023	Employment Offers Made
20 February 2023	Employment Start Date

FAQs

How will I know if my LGT referral to this academy programme has been noted?

When completing the application form on Be Applied, you will be able to select how you heard about our academy programme and indicate who referred you.

At what point will my CV be shared with the business?

Whilst we collect your CV at the point of your application, we cannot view your CV until the initial answers have been assessed and will therefore only form part of your first and final stage interviews.

Won't assessors be able to identify candidates by the order in which they answer the questions?

No, candidate responses are randomised for each question and so answers will be reviewed in a different order for each question. We will also have a large number of assessors (5 assessors as a minimum) marking your application.

When can I expect to hear back about my application?

Our applications will remain open until the 11 December 2022. We expect to provide feedback from your application via an email from the Be Applied platform to all applicants by mid-January 2023.

How long can I take to complete my application?

We appreciate the application questions may take some time and consideration before answering. To accommodate this, the portal allows you to save your application and come back to it at a later date. Please ensure your application is submitted by 11 December 2022.

Are we expected to attend a in person interviews during this process?

Initial interviews with BRUIN will be hosted via MS Teams. The 10 successful candidates shortlisted will be invited to attend an in-person assessment day at LGT's London office.

How will I know where I am in the process?

You will be able to log into the Be Applied platform to see the status of your application.