Recruitment Charter

We are committed to achieving high standards of quality in the delivery of our services to ensure that all candidates are treated in a fair and equitable manner in line with equality and employment legislation.

We are fair, legal and ethical in our resourcing and recruitment processes. We actively promote diversity and inclusion in the workplace.

We welcome applications from people self-assessed as being disabled and guarantee an interview to those who meet the essential job criteria.

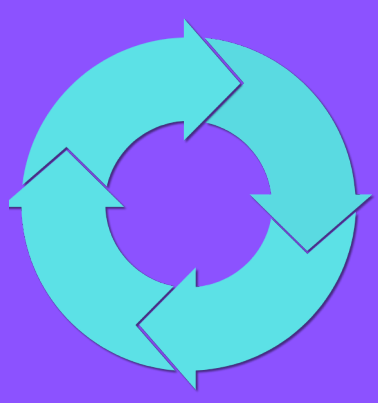
North Lanarkshire Council is committed to providing support to members of the armed forces, veterans and their families which is set out in the Armed Forces Community Covenant. We offer a guaranteed interview for service leavers, spouses, reservists and veterans, as long as they meet the essential criteria of the person specification/job description.

You will be treated in a polite, friendly and helpful manner at all times.

We will provide on-going communication during the recruitment process and keep you updated at each stage. Feedback can be provided on request for candidates who have been interviewed.

Our selection process will be reflective of the post you are applying for. You will be informed of the assessment process on your invitation, this can include, telephone or video call (Skype) interview, assessment centre, technical challenge, presentation or face to face interview.

We continually review our recruitment processes to ensure we are keeping up to date with new recruitment/resourcing approaches and improving the candidate recruitment journey.



If you need further support, please call the ESC People Helpdesk on 01698 403151 or email esc-helpdeskteam@northlan.gov.uk