

CONTACT

Applying for a Job at

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This information is available in other formats on request. Contact the HR Manager, Saba Spencer by emailing at: vacancies@contactmcr.com

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Introduction

We are Contact. Fiercely Northern but with an international outlook, we are a theatre and performing arts venue on Manchester's Oxford Road. We create and produce our own shows, host tours from some of the best theatre companies in the world and develop the next generation of artists, performers and community leaders.

We work locally, nationally and internationally to provide life-changing opportunities for the new creative leaders, artists and audiences, and put young people at the heart of everything we do.

All staff are expected to work within our core values:

- A young people centred approach to decision making
- Artistic excellence, integrity and creative risk taking
- Respect for diversity of cultures, creativity, and understanding within and between communities
- Development of new artists, audiences and practitioners reaching under served and excluded young people who may not have connected to theatre or the arts



Applying for a Job

Advert

When you see an advert for a job that you want to apply for, look carefully at the information about:

- Responsibilities and tasks
- Experience, knowledge and skills needed to do the work

Information on How to Apply

We have put information on how to apply for a job on our website: www.contactmcr.com. The recruitment application form, recruitment pack which includes job description/person specification and inclusion and diversity form are downloadable on the Contact website.

Read the Recruitment Pack

We aim to give you as much detail as possible to help you apply for the job. Within this pack you will find background information and job description.

Other items to download will be:

- Recruitment application form
- Equality & diversity link

You should read all the documents thoroughly before you start to complete the recruitment application form. It may also help to research about Contact on our website.

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Job Description and Person Specification

Each job that we advertise has a two-part document that shows you the tasks, responsibilities, skills and experience attached to the role.

The Job Description

This gives you the details of the job including which team you will be working in, who will manage you and any people you may be managing, its responsibilities and the tasks you would be carrying out. We don't expect you to have carried out all these tasks before, but we would like you to tell us about any experience you may have and your *potential* ability to carry out any tasks where you have no previous experience.

The Person Specification

The person specification lists the skills and experience that you need to carry out the role successfully. The person specification is as important as the job description, so please make sure you read the document to the end. It is split into two lists:

1. Essential criteria are necessary for the applicant to perform at a satisfactory level from day one of the job.
2. Desirable criteria would help you perform the job more effectively. You may not have all these, but you should show any experience, interest or knowledge that you may have.

It is important to clearly demonstrate how you meet all these in your application. Consider what experience, skills and knowledge we are looking for and what you feel you can bring to the job and to Contact.

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We are Disability Confident Committed

We are a Disability Confident Committed employer and will guarantee an interview to any applicant who has a disability (Equality Act 2010), who meets the essential criteria within the job description under person specification. In section 5 of the application form you will be able to select whether you are eligible for the Disability Confident Committed scheme.

We will always ask in the application form if you have any additional requirements or access support that will assist you if you are selected for interview. These things for example may include a British Sign Language Interpreter, hearing loop, level access. It is important to think this through carefully as we aim to provide all you require to feel confident during the interview, if you are shortlisted.

Fill in the Recruitment Application Form

The recruitment application form gives you the opportunity to provide the selection panel with information about your skills, knowledge, qualifications and ability to do the job. The information you give us in this form helps us to decide whether we should invite you to an interview, so it is important to answer all questions clearly and fully. Look at and use the advert, person specification and other supporting information and tell us how your skills, knowledge and experience match our needs.

You do not need to submit a covering letter as this information will be requested in the reasons for applying for the job in section 2 of the recruitment application form.

NB: Please contact us as soon as possible if you require the application pack in large print or another format.

Please note: if we ask for a recruitment application form you must complete one to be considered for the job. There may be vacancies where we require CV's rather than application forms, but this will be



clearly marked.

Equality and Diversity Form

Completion of this link is voluntary, but it helps us to make sure we are reaching all communities in our advertising. It will be kept confidential by the HR team and not be shown to the shortlisting or interviewing panel.

Returning the Completed Forms

For environmental reasons and for efficient processing we prefer that you send your recruitment application form and inclusion and diversity form via email to: vacancies@contactmcr.com

Submit your application as a Word document. If this is a problem, please call the HR Manager on 07584 059481.

If you don't have access to email you can send the application by post. Please mark the application 'Private & Confidential' and send to:

HR Manager

Contact

Oxford Road

Manchester

M15 6JA

It is your responsibility to make sure that your application arrives by the deadline - applications after the deadline will not be considered.



The Selection Process

Your application will be treated fairly and equally. Once the deadline has closed the recruitment team will independently score each application against how closely candidates match the person specification criteria.

The recruitment team will meet for a final shortlisting meeting to decide who will be invited to interview.

All successful candidates will be contacted over the phone and subsequently emailed with an official confirmation of the interview invite. Candidates who are unsuccessful will also be notified by email.

Due to organisational capacity, we are only able to offer feedback to candidates who are interviewed.

Preparing for the Interview

Make sure you are clear about the date and time and location for the interview, if you would like to clarify any arrangements then please get in touch via vacancies@contactmcr.com

Be on time, the panel will be seeing a lot of people and have a tight schedule so if you are late you may miss your opportunity.

Read any instructions attached if you have been asked to prepare a task or presentation.

We don't try to catch you out at interview, our aim is to give you a positive experience and a fair opportunity to tell us why you think you should be given the job.



The Interview Day

The interviews will usually be held at Contact, Oxford Road, Manchester. However, during Covid-19 pandemic we may carry out interviews via Zoom but will advise if selected for interview.

There are usually 3 people on the management interview panel; this will include people from different departments including the person who will manage the successful applicant. Occasionally, we will ask someone from another organisation to be a panel member, but we will always introduce them at the start of the interview.

At Contact young people are at the heart of all our decision making, including recruitment of staff members. In light of this, all management posts, or posts that work with young people, will also be interviewed by a separate panel of young people who are previous or current participants to Contact. This panel has equal weight to the management panel in the selection of the successful applicants.

As part of the interview you may be asked to prepare a presentation, participate in a workshop, be involved in a role play or complete a written task; you will be made aware of the specifics of the interview ahead of the interview day.

Application Queries

Please email: vacancies@contactmcr.com if you have any further questions about the recruitment process or opportunities at Contact.

Good luck with your application.