



Interviewing at Macmillan

Time to shine

MACMILLAN
CANCER SUPPORT

Our values

Together, we do whatever it takes for people living with cancer.

At Macmillan our values are at the heart of who we are and everything we do. They inspire our thinking and guide our action to ensure we are delivering the very best for people living with cancer.

That's why during your application process we will explore how you have previous experience of achieving our values, which are **with heart, with strength and with ambition.**

We aspire to live and breathe, not just recite our values. This is a collective effort and we hold each other responsible for role-modelling them not only in what we do, but how we do it.



We are genuine.
We are compassionate.
We see the whole you.



We are courageous.
We are determined.
We give it all we've got.



We are experts.
We are innovators.
We strive to be better.

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Our recruitment process

We currently use Microsoft Teams for all virtual interviews. You can download the latest application or access Teams via your browser.



Applying for a vacancy

At Macmillan our application process is anonymised, so that everyone has an opportunity to be part of a fair, robust and inclusive process. Please note for some of our vacancies we might ask for your CV and a supporting statement as we embed the anonymised process.

We want to ensure that you are able to be at your best at all stages of the process, so if there is anything that you would want us to know, or any way that we can support you, please email the team at PeopleServices@Macmillan.org.uk with your contact details and we'll be in touch.

During your application, we will collect diversity data. This is to ensure that our recruitment practices are fair and aren't creating unjust barriers. The hiring manager will never be able to access this information, the information will only be accessed by HR for reporting purposes (and used with great care to ensure that no one is identifiable).

Preparing for your interview

Before your interview, we recommend:

- Reviewing the role profile attached to the vacancy
- Research who we are and what we do by visiting: <https://www.macmillan.org.uk/about-us>
- Think of questions you'd like to ask at the end of the interview
- Practice your interview techniques either with another person, or you could record yourself!
- Test your internet connection, microphone and camera to check they are working ahead of the day
- Find a quiet, private, well-lit place with a plain background
- Make sure you have your phone turned off, or on silent and out of view
- We encourage you to dress as you usually would for an interview (smart or smart casual)

What happens after my interview?

You can expect to hear from us shortly after your interview with a follow up email or phone call letting you know the outcome of the process.

We endeavour to provide useful feedback to support you in developing in your career.