

## References

On our application form you are asked to nominate and provide contact details for 3 referees. Appropriate referees are those who have direct experience of your work, education or training, preferably in a supervisory or line management capacity as they will be asked to comment on your ability to carry out the job for which you are applying.

References are normally taken up at the point when an invitation letter is sent out to candidates for their interview. You can indicate on the application form any referees who you do not wish to be contacted prior to an interview or an offer of employment. If we do not receive your references by the time you are offered the post, the offer will be made 'subject to receipt of satisfactory references'.