

The Race For Talent

Where does it say disabled on your degree?

It doesn't. It just says you've achieved.

- Are you looking for a chance to enter a graduate-level career with high-profile graduate employers?
- Do you have leadership potential?
- Do you have the skills and determination to succeed?

It's time you considered Scope's Leadership Recruitment Scheme for disabled people.

What is Leadership Recruitment?

Leadership Recruitment is a unique talent management programme that provides disabled people who are graduates (or are of a similar calibre) with salaried placements/jobs and challenging development opportunities.



Time to get equal

scope

About cerebral palsy.
For disabled people achieving equality.



Scope's mission is to drive the change to make our society the first where disabled people achieve equality. One of the ways we intend to achieve this is through changing the employment landscape.

Leadership Recruitment has been very successful in bringing highly qualified, well-motivated disabled people into the workplace since 1992 and more than 90% of recruits have found continuing employment.

What we provide:

- Opportunity to take part in a nationally-recognised Leadership Recruitment programme to support your career development
- Opportunities with leading employers in the private, public and third sector
- Vocational profiling and development planning, vocational training, induction and on-going support
- Access to a wide range of development tools (including mentoring, coaching, peer development and targeted training)
- Comprehensive induction programme
- Access to a range of career management techniques
- Access to Work support, grants and assistance
- Support of a dedicated member of staff throughout the Leadership Recruitment placement
- Expert guidance on developing your CV and portfolio
- Social activities, regular newsletters and networking opportunities, including a peer support network
- Membership of a Leadership Recruitment Alumni Society
- Access to in-work support, including a 'buddy'



“I’ve been given a new lease of life. This opportunity has given me belief that my disability is something that will not stop me being successful.”

Mitan Sachdev, Leadership Recruitment Alumni

We provide two routes to your chosen career:

Route 1 – Placement

Leadership Recruits secure a salaried placement with one of our host employers, depending on their career aspirations.

Success in the placement often leads to the offer of a permanent role with that employer.

Leadership Recruitment also provides a great opportunity to enhance your CV and portfolio (and thereby your future employment prospects).

Staff from the Leadership Recruitment Team work with Leadership Recruits to identify your career aims and match these with opportunities available.

Placement managers set clear aims, objectives and deadlines for you.

All Leadership Recruits are expected to work hard, to be conscientious and to be positive ambassadors for both Scope and for disabled people.

Route 2 – Direct Hire

Leadership Recruits secure a contract of employment with the host employer and are employed directly by them.

Support, advice and development opportunities are available from the Leadership Recruitment Team for a set period of time.

Partners

Employers are from the private, public and third sector and include the British Red Cross Society, Capital One, Lehman Brothers, the London Development Agency, the Open University, Pearson Edexcel, Reuters, Scope, the Welsh Assembly Government and others.





What you need to know:

Salaries for placements start from £15,500 per annum (with additional allowances payable to London-based trainees).

Who can apply?

Anyone who considers themselves to be disabled and of graduate calibre can apply to the programme. You do not necessarily have to have a degree, but you will need to demonstrate you can achieve at this level.

Leadership Recruitment offers up to 100 places each year, but competition is strong.

How to apply:

Leadership Recruitment operates a three-stage recruitment process.

1. The first stage is the application form.
2. The second stage is the Assessment Centre.
3. The third stage is employer assessment (which varies depending on the employer).

We have regular deadlines for applications and welcome applications throughout the year, so please check the website, telephone or email for further details.

Email: graduates@scope.org.uk

Apply online at www.scope.org.uk/graduates

Telephone: **020 7619 7277**

Minicom: **020 7619 7187**

Fax: **020 7619 7399**

Leadership Recruitment

Scope

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For disabled people achieving equality.

This leaflet can be supplied
in an alternative format including
large print and audio.

Scope is
a registered
charity

