



# Application Tips

Advice from our Recruiters  
and our Graduate Trainees  
to help you complete your  
EDF application





Research EDF and the energy industry before you apply. Start with our [website](#), where there's lots of information about our company vision, culture and values. Remember this is your opportunity to make sure we're the right fit for you too!

You won't be expected to know everything about EDF, however if you can talk about some of our key projects, or the challenges facing the energy industry, then it demonstrates that you're interested in working with us. As Danica and Hemma say below, showing passion and enthusiasm for what we do will really help your application.

"My top tip to candidates would be to research the energy industry and the company to gain a good understanding of the opportunities and challenges the company faces and key projects and initiatives"  
Danica Apaya, Finance Graduate

"Really think about why you want the job, why you want to work in the energy industry and what impact you want to make. Your enthusiasm will shine through!"  
Hemma Shah, Engineering Graduate

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Ask another person to review your CV and application. A fresh perspective is always useful and they might pick up any spelling or grammatical errors that you've missed. You don't need to include a covering letter for our training programmes.

Be targeted and clear in your programme choice – we can only accept an application for one programme, so take the time to research which one is best for you.

You'll be asked to complete a short application form that provides some basic information about you and your academic qualifications. It's important you read this carefully and check through it before submitting.

\*NB. There are minimum requirements for each role, so please make sure you understand what these are before making your application.

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## ONLINE TESTS



We want you to perform your best at work by doing something you're good at and something you enjoy. Our recruitment process is designed to bring out the best in you – where do your strengths lie?

For those starting their career, the strengths-based approach explores what motivates and energises you, rather than placing too much emphasis on what experience you might have in any particular area.

If you're asked to complete an online assessment, read the instructions carefully. Allow plenty of time and find somewhere quiet to take the assessment, without interruption. Complete any practice questions to ensure you're comfortable with the task.

“If you require an adjustment in respect of a disability, please contact our recruitment team before you start the assessment. You can reach us at: [YourFuture@edfenergy.com](mailto:YourFuture@edfenergy.com) and we'll be happy to discuss the options with you.”

Lindsay Campbell-Cann, Recruitment Business Partner

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# INTERVIEW & ASSESSMENT



The video interview will be strengths-based. Unlike competency-based interviews, which generally only focus on your past experiences, strength-based interviews are designed to assess your potential and what motivates you; whether you already have experience in these areas or not.

Our video interviews aren't live, so you'll record your responses. Take your time, re-attempt questions if you need to, and choose a time to respond that suits you. If you prefer, you can opt for an audio-only interview.

“Stay calm and take it one step at a time, doing multiple applications can seem never-ending but stay positive and keep going through the stages.

I know it's a cliché, but just be yourself!”

Rachael Shuttleworth, Science & Engineering Graduate

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In the final stages of the recruitment process you'll be invited to complete an assessment centre (Graduates and Apprenticeships) or an interview (Placements) - both are designed to assess the core strengths we're looking for. Our interviews and assessment centres are virtual.

Your invitation will outline what will be involved and please ask questions if you're unsure about any part of the process. If you require an adjustment in respect of a disability please let us know how we can accommodate you.

Dress in the same smart and professional attire you would choose for an in-person assessment centre and find a peaceful spot where distractions and interruptions are unlikely.

Remember, your body language holds its significance in virtual assessment centres just like it does in person. Maintain an upright posture, make eye contact with the camera and try to remain still.

Preparation is key. Do your company research and spend time thinking about what you enjoy doing and can do well. Relax, take your time, and try to answer the questions naturally and honestly. Also think about what questions you'd like to ask us. Rob and Sandy have some more top tips for you on how to prepare...

"Do your research on the company, the industry and how you could positively contribute to their goals. Have a good night's sleep and remember to breathe! Enjoy yourself and present the best version of you."

Sandy Kelly: Commercial Graduate

"Write a list of your achievements and keep it to hand, no matter how ordinary they seem. Have faith in the system – there are no tricks and you won't be expected to know everything."

Rob Carter: Data & Tech Grad

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"Stay engaged and bring others into the conversation to ensure that everyone has a chance to speak and express their opinion" Cristobel

"If you're shy like me, make a little extra effort to participate, not waiting for people to involve you. Use the opportunity to network. Even if you don't get the role, you've made contacts that could be very useful in the future" Ayomide

"Don't feel overwhelmed by the assessment centre tasks, the assessors want you to do well! Everyone's nervous, but details such as using names of fellow candidates and really listening to build on each other's ideas, are great ways to do well in the group tasks" Charlotte

"In addition to reading the company website thoroughly, keep up with the current news and how it could impact the company. Find something that's particularly interesting for you and research it" Christy

"I completed a virtual assessment and my advice is to be enthusiastic. You can do this by asking lots of questions, offering to take notes in group activities and ensure that other people's ideas are listened to" Jessica

"Make sure you're comfortable and familiar with video chat if your assessment centre is done virtually. Be fully engaged with each activity and try to make positive contributions in a constructive way by building on other people's ideas" Sam

"By being yourself you'll ensure that not only are you a good fit for the company but, more importantly, the company is the right fit for you!" Aimee

**Ready to apply?**