

The Novus Programme

Programme information

Entry requirements



Congratulations on securing an interview! You are only 3 steps away from starting your career

Our Novus programme is designed to help you gain professional experience and develop your skills and confidence. We'll challenge you to think differently, solve problems with creativity and to push yourself while expanding your horizons.

Initial Training (Home based)

8 – 12 weeks (dependant on training stream) of trainer led practical based training delivered in real time from our virtual training academy. The training will fully prepare you for a career pathway within your chosen stream.

Employment (UK wide)

Upon successful completion of the training, you will have the opportunity to become employed by us on a two-year contract, working remotely or on-site with one of our clients. Should you need to relocate for your assignment, relocation support will be provided.

Continuous professional development

As well as the ongoing support of Novus professionals whilst you work, you will have access to learning resources and the opportunity to study towards certifications to support your career path.

Our requirements

- 2:2 or above in an undergraduate degree (If you are not able to meet this requirement, please discuss this at your interview)
- Eligible to work fulltime in the UK. (We are unable to offer sponsorship)
- Willing to relocate if required for your assignment. **(Relocation support is provided)**
- Available to start training within 4 weeks of the assessment centre

If you are not sure about any of our entry requirements, please contact your Resourcer before your interview to discuss.

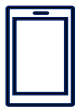
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Recruitment Process



Our recruitment process has three steps

Step one – You Are Here!



Competency based telephone or MS Teams interview with the recruitment team. The interview usually takes place 2-4 weeks before the programme starts. You should allow 30 minutes for the interview.

Step two



This is a multiple-choice assessment created by our assessment provider, IKM. The assessment typically takes around 70 minutes to complete, but there is no time limit overall. It has 5 sections relating to Numerical Reasoning, Cognitive Processing, Analytical Reasoning, Vocabulary and Reading Comprehension.

Step three



If shortlisted following the interview and IKM assessment, you will be invited to an online assessment centre via MS Teams. The day includes presentations from the Novus team, a written exercise, a video interview* on MS Teams with one of our Trainers, and a teamwork group exercise.

You will also have the opportunity to meet our current Novus Consultants and hear first-hand about their experience on the programme.

**The video interview may take place on a different day due to time constraints*

Feedback and offer

We will provide you with feedback within 48 hours of the assessment centre

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Interview prep and the STAR method



Preparing for a competency based interview

Competency interviews are based on the skills needed to perform the job. The interviewer will be looking for key indicators which demonstrate the requirements laid out in the competency.

The STAR method is a simple structured technique of answering interview questions

★ Situation – the ‘why’

Set the scene – what was happening at the time?

★ Task – the ‘what’

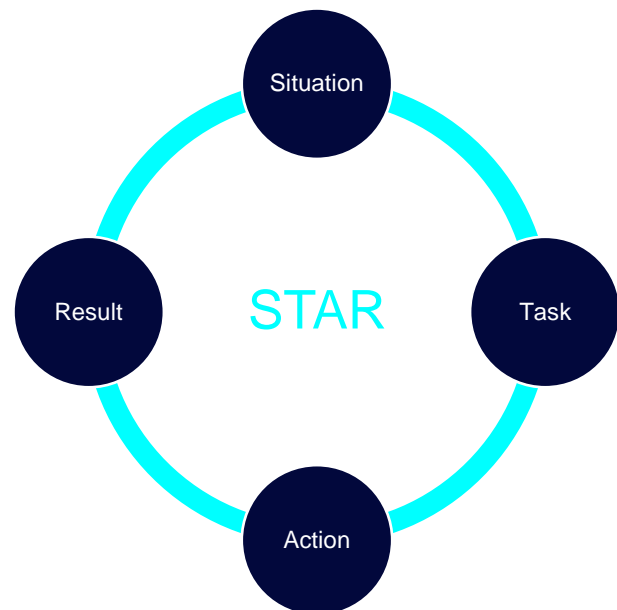
What did you have to do? What was asked of you and what were you personally responsible for?

★ Action – the ‘how’

How did you complete the task? What actions did **YOU** take? How did you prepare?

★ Result – the outcome

What was the outcome? Consider the benefits - was a project or assignment delivered on time, a new process developed, a challenging situation resolved?



Company research

Find out more about the Novus programme by visiting the following websites and social media:

<https://novus.eu-careers.pocketrecruiter.com/about-us>

<https://www.instagram.com/novusprogrammeofficial/>

Questions

Make a list of questions you might want to ask at the end of the interview

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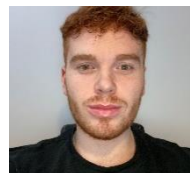
Meet the team



Meet the Recruitment Team



Mitesh Patel
Resourcing Lead
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Chris Langford
Campaign Assistant
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Lauren Whiteman
Graduate Talent Resourcer
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Sara Venkatesu
Graduate Talent Resourcer
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We're looking forward to getting to know you at your interview but If you're unsure about anything or have any specific queries that you'd like to speak to a member of our resourcing team about prior to your interview, please get in touch.

What our Novus Consultants say about the programme

"The training I received with the Novus Programme allowed me to transition seamlessly from my mathematics background into software engineering. Two months into my first placement I'm really benefitting from the experience, and I am excited to see where it will take me next."

Conall, Software Engineer

"The programme opened the door to an array of experience and industries. I've not only gained a greater range of skills as a Business Analyst, I've also learned soft skills that can open the door to different career paths, industries and specialisms."

James, Business Analyst