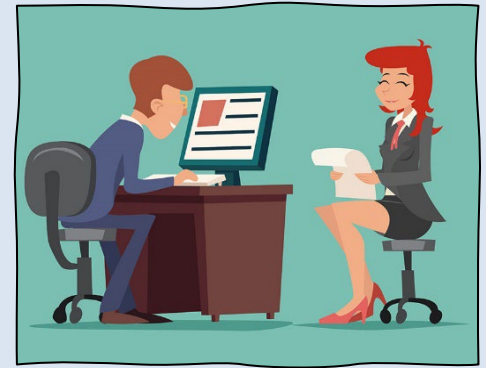


Scientific Group's Neurodiversity Interview Guide

At Scientific Group, one of the main points we want to consider is how we as a company can best support you during the interviewing process.

We understand that we will speak and gain attraction from a diverse range of candidates when recruiting for roles; so, we hope that this guide will give you the information you need in order to understand how our company best supports our neurodiverse candidates' needs and the adaptations that we can consider during the recruitment process.



Reasonable adjustments at Scientific Group

From the very beginning we want to foster an open conversation about any adjustments you may need for your interview or assessment. Our Talent Acquisition Partner, Amy, will be your main point of contact during our recruitment process. Amy can be contacted at amy.bremner@wearescientific.com

General adjustments can include:

- Seeing pictures of where the interview/assessment will take place
- Having the opportunity to speak to our recruiter beforehand to ask any questions
- Being encouraged to ask for adjustments to lighting/room temp
- Being offered a comfort break for a few minutes during an assessment
- Being given the option to use notes or prompts to help you during an interview
- Providing a detailed agenda of what to expect from our interview process

Adjustments for the written test can include:

- Offering extra time to complete a written test or exercise
- Adapting the written test (if applicable to role) to make it shorter or easier to understand

Some tips which may help before your interview:

- Research - check out our Scientific Group social media channels such as LinkedIn and Twitter and see our website <https://wearescientific.com/>- for links to each of our agencies and their relevant news and blogs!
- Research into Medical Communications - we recommend The HCA website: <https://healthcomms.careers/All-About-Healthcare-Communications>
- Study the job specification thoroughly in order to explain how your experience meets the required criteria.