

What to expect when you apply for a position at Unity Trust Bank

We are passionate about our bank helping create a better society. We are in an exciting period of growth and change...do you want to be a part of it?

Applications

- All applications that we receive through our adverts on Linked In, via other job boards or agency partners are reviewed by our Talent Acquisition team who will assess whether you meet the minimum requirements for the role you have applied for.
- You will be notified of the outcome of our initial assessment. This will either be that unfortunately you haven't met the minimum requirements for this role and will not be progressed any further or that you have met the minimum requirements for the role and we will arrange a time to talk to you to discuss the role in more detail to ensure that you wish to continue with your application.
- The hiring manager then reviews all suitable applications along with the Talent Acquisition team and decide who they would like to invite for an interview.
- Our Talent team will make sure that you are fully briefed on the recruitment process ie whether there will be just one or two interviews for example.

Interviews

- Interviews are usually conducted face to face in one of our offices either in Birmingham, Manchester or London.
- We use Competency Based Interview questions – you can find some examples of these questions on this link [How to answer the most common competency-based interview questions in 2025. | Totaljobs](#)
You may be asked specific questions related to any technical parts of the role you've applied for (ie if you have applied for a role within the IT teams).

Our Talent team can support you to be your best self through the interview process. If you need any additional support to ensure you are able to fully take part in the process, then let us know.

Recruitment process outcome

- Once the agreed stages of the recruitment process have been completed, you will be notified of the outcome of the recruitment process. This will either be directly by our Talent Team or via your Recruitment Agency if that is how you were referred to apply for the role.
- If successful, then we will confirm the details of the proposed offer that we would like to make.

Pre-screening checks

Everyone joining Unity must complete a number of pre-screening employment checks. We use Experian to conduct these checks. We will explain what these checks are and how they will be completed.

You will need to ensure that you have the correct right to work documentation that can be verified. We will also need to conduct background checks that cover the last six years of your employment/education.

It would be helpful if you could start to obtain the dates that you were either employed at your various job roles/or double check the contact details for your University or School as we will need to approach them to confirm your details.

Background checks can take anywhere between 2-4 weeks to complete so the more information you have ready and available to submit the quicker we can get these processed for you.

Successful applicants

- We will agree your start date and your new line manager will be in touch to make arrangements for your first few days before you are due to start. If there are any queries during the screening process you will be contacted directly by either our Talent team or Experian.
- We will organise all of the IT equipment that you will need so that it is ready from day 1 and you will have an induction timetable ready for when you join us.

 If you have any questions about the process, please contact us at recruitment@unity.co.uk