

Candidate Guide

Inspire and Innovate with us;
Join ITI Group, a place where
you can shine!



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We are grateful for your interest in the role and for considering joining our team, here at ITI Group. We have pulled this guide together to help you prepare for your interview and hopefully to remove as much of the unknown as possible.

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Whilst we have tried to capture as much information as you may need in this guide we appreciate you may have some questions not covered, if so please contact our People team people@itigroup.com



Who Are ITI Group?

Through our 50 year history, ITI Group has combined the skills, experience, and knowledge of many recognised and respected industry names to become a leading partner for industry. We develop and integrate digital transformation solutions for Energy, Nuclear and Industrial manufacturing sectors. We advance safe, secure and sustainable operations through the innovative use of technology.

You'll be joining a global brand with locations across the UK, Europe and North America. Our people work together with clients to solve problems, unlock the potential of the connected world, and create solutions that deliver value.

At the heart of ITI Group is a complete commitment to innovation and transformation. Our people are practical, insightful and dynamic, with a personal approach. We are dedicated to working in partnership with our colleagues, leaders and customers, and developing a culture that allows us to inspire, and deliver a safe, sustainable future where people shine.



Our People

“The selection process is not only about ensuring you are a right fit for ITI group, but also an opportunity for you to assess if ITI Group are right for you - and so you should be! We love it when candidates ask lots of questions, particularly about what it is like to work here. It is a chance for us to share our journey and experiences to demonstrate why ITI is the place to be!

I personally enjoy the challenge; no two days are the same. We are friendly, fast paced, and dynamic with serious growth ambitions which in return, means you can grow with us too.”

-Kelly Parkin, Group People and Culture Director



Our Values

Our values guide everything we do, and shape our recruitment process, to welcome people who bring diverse perspectives and thrive in a culture built on shared principles.



Deliver our promises



Safety & Security



Technical Mastery



Continual Learning



Collaboration



Innovation

ITI Group is a place where you can be you! A place where you will feel supported and surrounded by experienced and skilled professionals who will support you in sharpening your skillset.

Working within a range of industries and challenging projects has given us the ability to create a diverse and unique colleague experience where we foster growth, innovation and collaboration.



Our Locations



ITI Group support industry-leading businesses with transformative, end-to-end solutions in readiness for the journey ahead.

Each location is designed to support innovation, collaboration, and commitment—offering unique opportunities for professional growth and local impact.



Head Office

- Sheffield, United Kingdom

Additional Offices

- Saltaire, United Kingdom
- Aberdeen, United Kingdom
- Glasgow, United Kingdom
- Alcester, United Kingdom
- Cumbria, United Kingdom
- Toronto, Canada
- Belgrade, Serbia



Colleagues

Our colleagues are our best asset, with over 200 colleagues across our office locations.

A diverse, talented, and driven team that brings our mission to life, are you ready?



Equality, Diversity, Inclusion and Belonging (EDIB)

At ITI Group we believe that nurturing a diverse and inclusive environment is essential to achieving a workplace in which every colleague feels they belong and can be their authentic selves.

We heavily embed EDIBs into our recruitment process and company policies and practices. This is integrated into our EDIBs strategy, which sets out our commitments and priorities.

We believe that diverse perspectives inspire and drive innovation, and we strive to create an environment where everyone feels valued, respected, and empowered to SHINE.

Our Certificates



Our Recruitment Process

Once you have submitted your application, this will go to the People Team and hiring manager for review.

First interviews are usually held over Microsoft Teams, with two interviewers, focusing on technical skills.

Second interviews are usually held face to face at one of our office locations, where possible, and will focus on alignment to our company values. Candidates may be requested to complete an assessment or deliver a presentation dependant on the role.

Following interviews, all candidates will receive constructive feedback. We believe that providing feedback to candidates, whether successful or not, is a mark of professionalism and transparency, reflecting our commitment to fairness and continuous improvement.

We want to grow and continuously improve, therefore we will ask for feedback on your experience during the recruitment process.



Competency based interviewing



A competency-based interview is a structured interview style where candidates are asked to provide specific examples of past behaviour that demonstrate their ability to handle key aspects of the role. The goal is to assess how well a candidate's past experiences align with the competencies required for the position.

These interviews typically use the STAR method (Situation, Task, Action, Result) to structure responses, focusing on:

S

Describe the context within which you performed a task or faced a challenge.

T

Explain the specific responsibility or goal you were assigned in that situation.

A

Detail the actions you took to address the task or solve the problem.

R

Share the outcome of your actions.



Interview Hints and Tips



Be prepared to answer what you know about ITI Group and how you embody our company values and behaviours. Focus on emphasising your skills and experience and what you can bring to the role, Review the job description and ensure you understand the role requirements and responsibilities.



At ITI Group, our colleagues wear smart casual attire. For your interview, we encourage you to wear what you feel comfortable in.

For virtual interviews, check to ensure you have received your invite link, arrive on time, check your internet connection, pick a suitable location, and turn your camera on for good eye contact.



We encourage you to be your authentic self. We strive to create an inclusive work environment for all colleagues. We are a disability confident committed employer, if you require any reasonable adjustment please let the People Team know.

Our interview hints and tips video can be found on our [website](#).

Colleague Benefits

We offer a holistic benefits package designed to support your well-being both inside and outside of work. From comprehensive health and wellness programs to flexible working options, generous leave policies, and professional development opportunities, our goal is to help you shine personally and professionally. See a summary of our offerings below:

Belonging and Team Spirit

A place where you can be you!



- Valuing our People Awards Scheme
- Colleague referral scheme: cash rewards for referring friends / family
- Colleague voice schemes
- Social events such as Christmas parties

Diverse and Engaging

Fostering growth, innovation and collaboration.



- Payment of professional membership fees
- Career and performance development
- Innovation Initiatives

True Flexibility

The freedom and flexibility to create your own work-life balance.



- Flexible start and finish times
- Hybrid working for most roles



Good luck!
We look forward to seeing you at
your interview.

For further information, please visit
www.itigroup.com/careers.

