

Applicants Guide

Finding the right person for the right position

Each recruitment process will differ depending on the role you are applying for. However, what they all have in common is that we will do our utmost to create a positive and seamless experience for you.

What happens after I apply?

You will receive an email acknowledging your application. We will then confirm whether you have been shortlisted or not.

If you are through to the next stage, we will guide you through the recruitment process every step of the way. This could include some or all of the following:

- Aptitude testing e.g., a concentration test or a safety test
- 1 or 2-stage interviews (this may include a presentation)
- Assessment Centre - ability tests, a group exercise, and a simulator test

All assessments and tests are carried out by our skilled and qualified HR professionals.

If you have been invited to partake in any of the recruitment stages listed above but have not been successful, we will contact you directly to let you know.

Your Conditional Offer

If you have been offered a role with us, congratulations!

Your offer will be conditional upon:

- Clearing a DBS check
- Proof of your right to work in the UK
- Proof of a valid driving licence (if required)
- Passing a medical assessment
- Passing a drugs and alcohol tests
- Receipt of satisfactory references
- Proof any qualifications necessary for the job role

Does West Midlands Metro (WMM) accept unsolicited applications/resumes from agencies?

Please note that WMM does not accept unsolicited resumes from recruiters or employment agencies. In the absence of a signed Recruitment Fee Agreement, WMM will not consider or agree to payment of any referral compensation or recruiter fee. In the event a recruiter or agency submits a resume or candidate without a previously signed agreement, WMM explicitly reserves the right to pursue and hire those candidate(s) without any financial obligation to the recruiter or agency. Any unsolicited resumes, including those submitted to hiring managers, are deemed to be the property of WMM.