

**Scientific.**

GROUP



**Neurodiversity  
Interview Guide**

2023

# 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 to and receive applications 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.

Contact Amy at: [amy.bremner@wearescientific.com](mailto: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 [wearescientific.com](http://wearescientific.com) for links to each of our agencies and their relevant news and blogs!
- **Research into Medical Communications** – we recommend The HCA website: [healthcomms.careers/All-About-Healthcare-Communications](http://healthcomms.careers/All-About-Healthcare-Communications)
- **Study the job specification** thoroughly in order to explain how your experience meets the required criteria.

