

Career Accelerator Programme: Application Selection Criteria

Overview

All applications will be reviewed by a small selection panel using a transparent, equity-focused process. With 30 places available per cohort, we select candidates most likely to benefit from this development opportunity.

Programme Prerequisite

To ensure participants have the necessary time and environment to succeed, the following endorsement is required before an application can be fully assessed.

Criteria	What We're Looking For	Application Evidence
Line Manager Support	Confirmed line manager endorsement for participation and commitment to ongoing development support	Questions 19, 20: manager contact details (confirmation email required)

Note: Applications without confirmed Line Manager support cannot be progressed to the selection panel.

Selection Assessment Rubric

Applications meeting the prerequisite will be assessed against **four core criteria**.

- **Scoring Scale:** 1 (Limited Evidence) to 4 (Strong Evidence).
- **Total Possible Score:** 16 Points.

Criteria	What We're Looking For	Application Evidence
Career Readiness	At a key career transition point (promotion-ready, feeling stuck, seeking change or greater clarity about next steps)	Questions 9, 12, 13, 14: career challenges, readiness scale, advancement barriers
Motivation & Commitment	Strong motivation to participate with clear reasons. Realistic plan for managing programme demands alongside existing responsibilities	Questions 10, 11, 18: why participate, hoped outcomes, engagement plan
Growth Potential	Potential to contribute more effectively to role, team or institution with increased clarity and confidence	Questions 11, 14, 21: hoped gains, significant challenges, additional information
Collaborative Learning	Openness to collaborative learning, peer support, and contributing to an inclusive environment. Includes considerations of underrepresentation and limited prior development access	Questions 15, 16, 17, 21: previous support access, underrepresented groups, additional context

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Assessment Guide

Evaluators will apply the following definitions when scoring each of the four criteria above:

4 - Strong Evidence:	Clear, detailed responses with specific examples demonstrating high readiness/motivation/potential
3 - Good Evidence:	Solid responses showing readiness/motivation/potential with adequate supporting detail
2 - Some Evidence:	Basic responses showing awareness but lacking depth or specificity
1 - Limited Evidence:	Vague responses with minimal detail or unclear connection to programme benefits

Key Success Factors

Successful applications typically demonstrate:

- Specific career challenges rather than general statements
- Clear motivation with personal reasons for wanting to participate
- Realistic self-assessment of current position and development needs
- Concrete examples of potential for growth or contribution
- Thoughtful consideration of how to balance programme demands with current responsibilities

Equity, Diversity & Inclusion

We treat all responses confidentially. Particular consideration is given to applicants from underrepresented or marginalised groups, including Black women, disabled women, carers, and first-generation professionals.

Priority Consideration: We prioritise applicants with limited previous access to structured career development support or coaching.

Future Opportunities

High-scoring candidates who are not selected for this cohort may be offered places on the subsequent programmes.

Questions about the selection process? Contact: amanda@when-equality.org

Applications close: 12noon on Monday 16 March 2026