
Confidential Candidate Guide

What to expect when EB Talent represents you, from first conversation to onboarding.

Professional hair | Beauty | Cosmetics | Personal care

Your CV is not a broadcast

Many senior positions are never advertised publicly. A conversation may relate to a live search, future market planning or confidential career intelligence.

Submitting a CV does not mean it will be shared. Your identity is only discussed with a client with your knowledge and permission.

What you can expect

Clear context, honest communication, respectful challenge, interview preparation and support through offer and onboarding.

Your choices

You may decline an introduction, identify sensitive organisations or withdraw from a process at any time.

Assessment that represents you properly

01 First assessment

A 45-minute conversation covering career evidence, outcomes, scope, motivation and practicalities.

02 Written evidence

Progressing candidates respond to structured questions linked to the appointment priorities.

03 Further interview

A second 45-minute discussion tests evidence, leadership judgement and alignment in greater depth.

The purpose is not to catch anyone out. It is to gather enough evidence to represent your experience accurately and fairly.

Every CV and assessment is reviewed by people. EB Talent does not use AI to score or select candidates.

Prepare evidence, not a performance

01 Context

What was happening and why did it matter?

02 Responsibility

What were you personally accountable for?

03 Action

What did you decide, change or influence?

04 Result

What changed, by how much and over what period?

05 Reflection

What did you learn or what would you alter?

06 Evidence bank

Growth, margin, market share, launches, restructures, team development, difficult decisions and lessons.

Your information, your permission

01 Tell us if an organisation is sensitive or off-limits

02 We agree when and how references may be contacted

03 Do not include passport, banking or identity documents with your CV

04 Tell us about competing processes so timings can be managed honestly

05 You may request access, correction or deletion of your information

Your information is handled under EB Talent's Candidate Privacy Notice.

From client interview to onboarding

01 Prepare

Understand the people, outcomes and evidence likely to be tested.

02 Reflect

Share prompt, honest feedback after every stage.

03 Clarify

Resolve questions about scope, culture, package and practicalities.

04 Offer

Confirm the full package and surface concerns before resignation.

05 Onboard

Maintain sensible communication through notice and early months.

A good search should leave you feeling properly informed and fairly represented, whether or not you are ultimately appointed.