



**INSIGHT**  
**E N E R G Y**

SOLAR | BATTERY | EV CHARGERS

# RECRUITING

## #THEINSIGHTWAY



RECRUITMENT POLICY: THE INSIGHT WAY

Certified



Corporation

# 1. STAGE ONE INTRODUCTION



At Insight, we don't just hire for specific roles- we hire the right people. We believe that when we bring in individuals who embody our core values, success follows naturally.

Our recruitment strategy is built around three key principles:

- Drive – A proactive mindset, a hunger to grow, and the determination to achieve.
- Curiosity – A love for learning, innovation, and pushing boundaries.
- Ethics – Integrity, responsibility, and a strong moral compass.



**THIS POLICY ENSURES THAT EVERY INDIVIDUAL WE BRING ON BOARD ISN'T JUST A GOOD FIT FOR A ROLE BUT IS A GREAT FIT FOR OUR LONG-TERM VISION.**



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# 2. STAGE TWO

## WHAT WE LOOK FOR

We are committed to hiring people who:

- ✔ Take Ownership – They don't wait for opportunities; they create them.
- ✔ Adapt & Learn – They embrace change and continuously seek to improve.
- ✔ Act with Integrity – They make decisions based on honesty and fairness.
- ✔ Collaborate & Lead – Whether as team players or future leaders, they uplift those around them.



“

WE PRIORITISE POTENTIAL OVER  
JUST EXPERIENCE AND VALUES  
OVER JUST SKILLS.

”



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# 3 STAGE THREE

## THE RECRUITMENT PROCESS

### STEP 1: IDENTIFYING THE RIGHT PEOPLE

Rather than focusing only on job openings, we continuously seek out individuals who align with our values. We build relationships with potential candidates through:

- Networking & Industry Events – Engaging with high-calibre professionals.
- Proactive Talent Pipelining – Keeping in touch with great candidates even before roles open.
- Employee Referrals – Encouraging our team to introduce people who share our values.

### STEP 2: SCREENING FOR VALUES & FIT

When assessing candidates, we prioritise their mindset and approach to work. Our screening process includes:

- Character & Values Check – Does this person demonstrate Drive, Curiosity, and Ethics in their past experiences?
- Mindset & Attitude Assessment – Do they take initiative and embrace challenges?
- Cultural Fit Interview – Would they thrive in our work environment and contribute positively to our team?

“ WE DON'T JUST ASK WHAT CANDIDATES HAVE DONE; WE EXPLORE HOW THEY THINK, LEARN & GROW. ”



# 3 STAGE THREE

## THE RECRUITMENT PROCESS

### STEP 3: BEHAVIOURAL & SITUATIONAL INTERVIEWS

Our structured interview process is designed to go beyond skills and uncover a person's core attributes.

#### → DRIVE ASSESSMENT

- Tell us about a time you set a big goal and how you achieved it.
- How do you stay motivated when facing setbacks?
- Give an example of when you took initiative beyond what was expected.

#### → CURIOSITY ASSESSMENT

- What's something new you learned recently, and how did you apply it?
- Tell us about a time you challenged the status quo- what happened?
- How do you stay ahead in your industry or field?

#### → ETHICS & INTEGRITY ASSESSMENT

- Share a time you had to make a tough ethical decision- what did you do?
- How do you handle situations where doing the right thing isn't the easiest option?
- What role do ethics play in your professional decisions?

### STEP 4: LONG-TERM POTENTIAL EVALUATION

We ask ourselves:

- ✓ Would we want this person on our team for the next 10 years?
- ✓ Can they grow with the company and help shape its future?
- ✓ Do they align with our mission beyond just a job description?

If the answer isn't a strong yes, we don't hire.



# 4. STAGE FOUR

## BUILDING A CULTURE OF TALENT



Bringing in the right people is just the start. Once they join us, we ensure they continue to grow through:

- Ongoing Learning & Development – Encouraging curiosity and self-improvement.
- Performance Coaching & Mentorship – Helping driven individuals achieve their best.
- A Culture of Integrity & Trust – Ensuring ethical decision-making remains at our core.

### CONCLUSION

We don't hire to fill roles- we hire to build a team of exceptional people.

By focusing on Drive, Curiosity and Ethics, we ensure that every new team member strengthens our culture, fuels our growth, and contributes to a shared vision of success.



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# INSIGHT ENERGY

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*does this sound like you?*  
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