Recruitment Policy

At Hedley Studios our recruitment process is an important part of our culture. We are still a relatively small company and care deeply about our staff and finding not just the best person for the role but the right person for the team. We also care about building a more representative and inclusive workplace, and that begins with recruitment. To truly build for everyone, we know that we need a diversity of perspectives and experiences, and a fair hiring process is the first step in getting there.

To support this, we advertise in a variety of locations to attract the widest pool of talent possible. Our standard platforms include Indeed, LinkedIn, WES, AFBE-UK as well as our internal network. We also offer paid internships, apprentices and year long placements to support the next generation joining the automotive industry.

Unfortunately, we are not currently in a position to support work visas so we do all require all staff to have a right to work in the UK which can be supported with their passport or birth certificate.

A little about Hedley Studios and our culture

Hedley Studios makes officially branded drive-able little cars for luxury high-end motor manufacturers. We're already making cars for Bugatti and Aston Martin Lagonda, Ferrari, Tamiya and there are more to follow.

Beautifully engineered vehicles don't just appear at our client's front doors - they are a result of months and sometimes years of meticulous design, dedicated craftsmanship, uncompromising testing and a personal customer experience second to none.

That doesn't happen without an exceptionally talented team fuelled by a determination to create truly remarkable vehicles, whilst having a ton of fun along the way. We work with the best car manufacturers in the business, so are only looking to recruit amazing talent to our small but highly functioning team.

We are building something special, an environment where everyone looks forward to their Monday mornings (our CEO Ben literally bounds out of bed each morning) and everyone in the company knows the difference they are making and can see how much value they are adding every day. Everyone in the team owns a part of the business through our share scheme so it is important we only employ people committed to making the business the best it can be.

Our Values

Start Simple: Don't worry about having all the answers, just get started. Growth comes from taking chances and making mistakes. We approach problem-solving with resourcefulness and creativity without compromising on attention to detail.

Collaboration: We support each other and work together. We strive to leverage the collective intelligence of everyone at HEDLEY STUDIOS. We are free of ego and seek to understand. We challenge each other, but respectfully.

Communication: Communicate directly – whatever the question, communication is the answer. Get feedback early and listen openly. Someone does not have to be wrong for you to be right.

Accountability: Champion Accountability – accept responsibility for your actions and inactions. We are open and honest about our shortcomings, as we are with our successes. Strive for continuous improvement in the everyday.

Diversity: Seek and value the strength of diverse perspectives – we learn from all to build for all. Embrace differences - everyone at HEDLEY STUDIOS should be able to work and learn in an atmosphere of respect, dignity, and acceptance.

Adventure: Grow our business in a way that makes us proud. Embrace the Adventure – set ambitious goals, understand things don't always go to plan, work with creativity and passion and celebrate success! Remember HEDLEY STUDIOS belongs to all of us.

The recruitment process – what to expect

We take the recruitment process seriously as we continue building our team and aim to offer a professional, efficient process and keeping you informed along the way.

We ask all applicants to send in a covering letter of a maximum of 400 words as well as their CV. Tell us why you are the right candidate for this role. Please don't just regurgitate your CV – we are looking for a flavour of you and what you can bring Hedley Studios. Think of this as your own personal highlights reel.

If your CV is of interest an initial phone call will be scheduled with you. Following the success of this would be two interviews with different members of the Team followed finally with a Culture Fit conversation with our Chief of Staff. We will also seek references from your most recent employer with your permission. If you are successful in your application an email will be sent to you with a formal job offer.

You can reach us at careers@hedleystudios.com

The interviews

The interviews are designed to assess your skills and see if you and this role are a match (there aren't any brain teasers, and who knows, you might even have some fun). We conduct our interviews using these guiding lights:

Structured interviewing: Every candidate is assessed using clear rubrics, and we use those rubrics for all people being considered for that role, so that everyone is evaluated from the same perspective, allowing their distinctiveness to emerge.

Open-ended questions: We ask open-ended questions to learn how you solve problems. We want to understand how your mind works, how you interact with a team, and what your strengths are.

Those seeking to join the team in a more hands-on role (for example as a Build Technician) will be asked to do a trial session in the build hall. These are designed to give us a better idea of your capabilities but also you a flavour as to what to expect.

Hedley Studios and GDPR

Please note that if you have not heard from us one month after the closing date of the advert then on this occasion then you have not been successful. However, we will keep all applications and CVs on file and be in touch if any future roles match your skills. If you would prefer that the Company deletes your CV and covering letter, please send a deletion request at any time to the company and your data will be disposed of in line with GDPR regulations.