

# Special Constable Recruitment – Transferees & Re-Joiners (including former PCs)



**DORSET  
POLICE**



College of  
**Policing**

## Candidate Journey

Complete EOI

- Candidate to complete an Expression of Interest (EOI) via the Force website and e-recruitment.

Application Form sent

- Resourcing issues an application form to the candidate.

Application Form  
returned

- Candidate returns a completed application form.

Application Review

- Resourcing review application to determine eligibility.

Force Selection Day

- Candidate is invited to attend a Force Interview.

Conditional Offer

- Conditional Offer issued subject to pre-employment checks.

Training Needs Analysis  
(TNA)

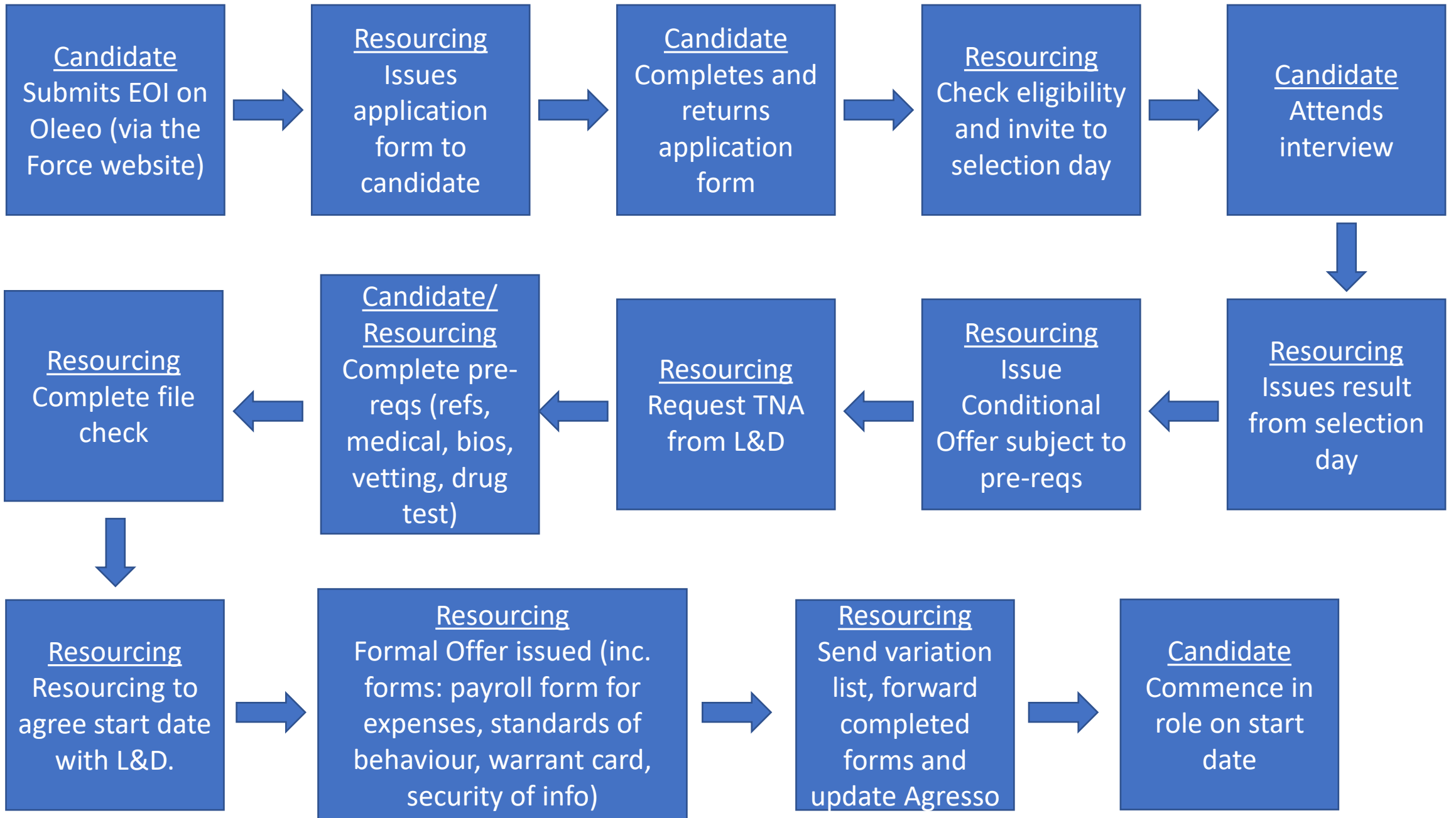
- Assessment of training requirement made by Learning & Development (L&D) department.

Pre-Employment Checks

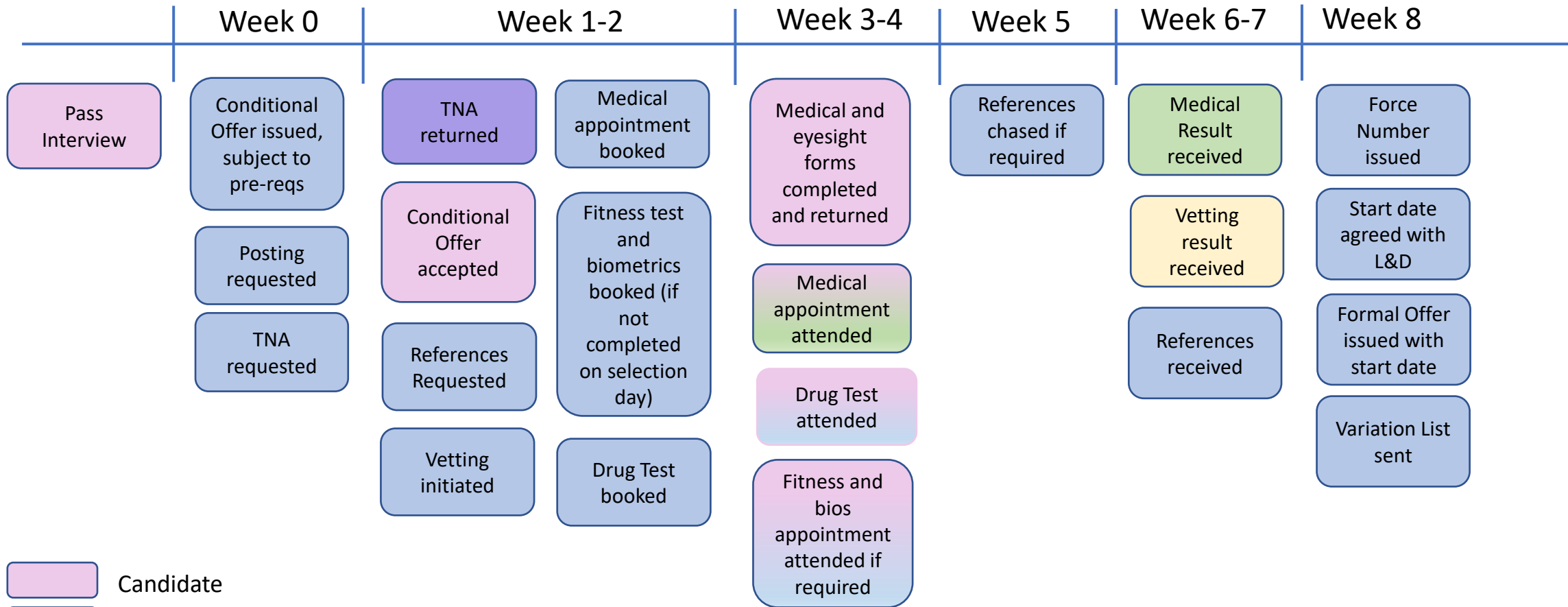
- Right to Work check, Fingerprints & DNA, Medical Assessment, Drug Test, References and Vetting to be completed.

Formal Offer

- Formal Offer to join made. Variation list to be sent to stakeholders.



# Specials Re-Joiner/Transferee Timeline – Following Force Interview



- Candidate
- Resourcing
- Learning & Development
- Occupational Health
- Force Vetting

*The above is an approximate timeline. It does not account for any unforeseen delays or changes to candidate circumstances.*