

NERVE MEDIA / MEDIA

Putting a clear process around a specialist recruitment trial

Nerve Media needed to assess two candidates for a specialist role. Practical HR support helped the business put a documented paid trial process in place, with clearer expectations for everyone involved.

The situation

The role required a particular combination of skills and experience. Two candidates were being considered for one vacancy, and the business wanted to see how they worked during a two-week paid placement before deciding whom to appoint.

What we did

The advisory work focused on explaining the trial as part of the recruitment process and documenting its terms. The client received a template letter, a work trial agreement and confidentiality documentation, together with guidance on pay and the proposed recruitment sequence. The approach addressed the client's specific recruitment question rather than leaving it to adapt a generic template alone.

What changed

The source records that the process, template letter and trial were put in place. It does not record the final hiring decision or a later performance result, so neither is claimed here.

Nerve Media now uses the EPL Hub, as confirmed by Mark Whitfield in September 2026. The 2022 recruitment work described here predates that current software use.

Source: the supplied case note dated 27 June 2022, with the current Hub-use statement supplied by Mark. This is a historical project summary, not current legal guidance for setting up a work trial.

Talk to Employee Passport about practical HR support and the EPL Hub.

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