Applied for a job?

Here's what happens next

A quick guide to your recruitment journey with NRL.



At a glance: around 4–6 weeks from application to start date. Contract roles may move faster.

Timings vary by role, client, notice period and required checks.

Application review:

1

Typically 1–3 working days

Your recruiter checks your CV against the role's skills, experience and safety requirements.

Recruiter conversation:

2

If your experience matches

Discuss the role, your technical skills, career goals and availability. Ask questions and decide whether to move forward.

Shortlising and interviews:

3

Shortlisting: usually within the first week
Interviews: commonly 1–2 weeks after shortlist submission

With your agreement, your CV goes to the client. If shortlisted, you'll be invited to interview, with support and feedback from your recruiter.

Offer, checks and onboarding:

4

Often ready to start 1-2 weeks after accepting

Agree your terms, receive your offer in writing and complete the required checks. These may include identity, right to work, references, qualifications and security clearance.

Your quick checklist

- [x] Have your ID, qualifications and relevant site cards ready to share digitally
- [x] Reply promptly to recruiter calls and messages, sharing the best time to reach you
- [x] Share your notice period and availability early
- [x] Tell your recruiter if you need adjustments, they're there to support you

Recruitment jargon, explained

- **Applicant Tracking System (ATS):** A system recruiters use to manage applications and store candidate details
- **Shortlisting:** Selecting candidates to move forward to interview
- **Competency-based interview:** An interview exploring how your skills and experience match the role's requirements
- **Formal job offer:** Written confirmation of the job and agreed terms
- **Compliance checks:** Checks that required documents and credentials are in place, such as ID, right to work and qualifications
- **Onboarding:** The steps after accepting an offer that prepare you to start your new role, such as sharing the start date and capturing PPE sizing
- **Security clearance:** Additional vetting required for some sensitive projects, including certain defence and nuclear roles