



FREQUENTLY ASKED QUESTIONS

1. What is The Table?

The Table is VCCPs entry-level scheme. Why 'The Table' you ask? Because VCCP was founded around Charles Vallance's kitchen table, when the four founding partners made a pact to start an agency that challenged everything. With the founding principles of simplicity, collaboration, un-preciousness, and integration around ideas, VCCP was born. The Table is a year-long programme where you get the chance to work on some of the biggest brands in the business! The programme starts with 3 weeks training in different parts of the building before you are given your clients that you will work on for the remainder of the year.

2. Who can apply?

We are after anyone who likes to challenge the norm in pursuit of the brilliant. You don't have to have a university degree or advertising work experience to apply to The Table but we do require a GCSE in Maths and English (C grade or above).

3. When will applications open and close?

Applications for the August 2022 intake open December 2021. They will close at midnight Thursday 31st March 2022.

4. When would the job start?

We are hiring for an August 2022 start date. This is when the 3 weeks of training will start and where you will be with your fellow Tablers.

5. I didn't go to university. Can I apply?

Absolutely! As mentioned above, you do not need a university degree to apply to The Table.

6. I don't have any advertising work experience, does that matter?

No, not at all! Work experience can be hard to come by and at the end of the day we are after people who challenge the norm, work hard and like being part of a team which you can have with or without work experience.

7. I missed the deadline, can I still apply?

No, unfortunately not. We only recruit for The Table on a yearly basis so make sure you've applied before the 31st March 2022 deadline so you don't have to wait until 2023!

8. What are the interview dates?

We are an equal opportunities employer and will work with you to make any reasonable adjustments to ensure that you are supported. Short-listed candidates will be notified by Friday 22nd April 2022. The interview process will involve attending a half-day or whole day assessment day in May 2022.

9. Where will the interviews be?

At our offices in Victoria, London or on video chat depending on the COVID situation in April 2022. Successful candidates will be notified in May 2022.

10. Are there opportunities to transfer abroad?

Not currently, you would be hired to work in the London office.

11. What should I wear for the interviews?

We are a smart-casual agency so jeans are absolutely fine. However, if you are unsure, better to go smarter for your interview!

12. Will you pay for my travel and expenses?

Yes, we will pay your travel expenses up to the sum of £50 upon proof of purchase from an authorised ticket receipt.

13. I can't make either assessment day, should I still apply?

The final round of interviews is the most important part of the process for us as this is where we make our final decision on who joins The Table. Therefore, you need to be able to attend the final days in May 2022 to get onto the programme.

14. If I'm successful, could I defer my start date by a year (so I start in August 2023)?

Unfortunately not. We cannot defer any place on The Table and to be considered for the August 2022 intake you need to be able to start then. However, it is an annual scheme so if you are taking time off then you can apply for the next intake.

15. Are there opportunities to transfer abroad?

You would be hired to work in the London office. However, VCCP has a Globe Trotter programme where you can win two weeks in one of our six international offices, giving you the chance to experience all they have to offer!

16. How do I get into the creative department at VCCP?

If you are interested in a creative placement with VCCP please email us at joinus@vccp.com stating 'Creative placement' in the subject section of your email.

17. What support can VCCP provide for my disability?

We are an equal opportunities employer and will work with you to make any reasonable adjustments to ensure that you are supported.