

INTERVIEW WITH CONFIDENCE

Today's interview processes are interactive and challenging. They are designed to offer employers insight into your skills and attitude to achieve the best match for everyone.

It is important to consider a company's culture when interviewing. This encompasses many things, from your personal interests, to how you dress and present yourself, to how well you work in a team, your work ethic and the way you approach challenges and tasks. Think about this in advance so you get the content right.

Also consider what questions might come up and prepare for competency based interviews. Establish a really good relationship in the first few minutes – remember it's not always facts, details and evidence that wins the interview, but the relevant stories you share.

Be well prepared

Highly skilled applicants have a desire to find a job that encourages them to demonstrate their capabilities and be successful. But it's up to you to have the real edge on other applicants. A good starting point for your interview preparation is the position description. Analyse it in depth – the key skills and competencies will be the source of the interview questions and will be the basis of the examples you should use.

Be inquisitive. Check out their website, social media and news presence. Review their Statement of Intent and Annual Reports for public sector organisations which will summarise their scope and strategic focus. This information can also be used to formulate your questions.

Your career story

Something to keep in mind when going into the interview is that they've already seen your CV and your pre-qualifications on paper, but you should still be well-versed in what's actually in your CV in terms of dates, titles and tasks.

At this stage you want to focus even more on providing context that illustrates your career story, and helps the interviewer better understand why you are the best fit for the role.

Good luck with your interviews. If you would like professional assistance from us, please refer to our career services for further support.

Our career services

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