

Assessment Day Format

During Assessment Day, you will be given questions and mark sheets and will either be doing three individual interviews with three applicants in rotation or will be supervising a group of three applicants in a group task. In the individual interviews, you will ask each applicant the questions provided (for 12 minutes each) and complete your mark sheet during a 3-minute marking period at the end of each interview. For the group station, you will observe the applicants work on a task together for 35 minutes and then mark them during a 10-minute marking period. Doing three individual interviews or one group task will make up one session of the day (please see further down the page for details of the sessions). As the Assessment Days are 'virtual', you can use your own laptop/computer to access the mark sheets and will join a call on the system called Collaborate that will be used to conduct the interviews (links to the Collaborate calls will be emailed to you along with full instructions – the virtual sessions are fully supported by our team – you are not expected to troubleshoot any problems with applicants internet connections/sound etc).

2025 Assessment Days (Dates and Times)

We will be running nine (9) virtual days in November/December 2024 and nine (9) virtual days in January 2025. These will take place on a platform called Collaborate (instructions and links will be provided) which you can join from anywhere that has a strong, reliable internet connection (ie home/work etc).

There will be four sessions per day, with a full day running from 08:45 to 16:45.

We ask that you commit to 4 half days, by either doing Sessions 1 & 2 for AM or Sessions 3 & 4 for PM. Please be aware that the days can be quite long and tiring, so we suggest only doing a half day at a time. However, if you would prefer to do a full day as part of your required 4 half days then this would be possible.

For reference, the daily session times are as follows:

- Session One (08:45-10:45)
- Session Two (10:30-12:30)
- Session Three (13:00-15:00)
- Session Four (14:45-16:45)

If we have more interest than spaces, we will inform you of any over-allocated dates and in some cases, it may be that we ask to keep you on record as a reserve in the event of last-minute emergencies. Please be advised that we cannot always guarantee that the dates you prefer can be allocated to you, but we will try our best to make sure everyone is allocated to at least some of their preferred dates.