**EXAMPLE GROUP INTERVIEW DAY**

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| **PART A) INSPIRATION**  **Welcome**  Brand DVD/inspiring music playing on arrival, collect paperwork, handout name tags etc  Thank everyone for coming and do housekeeping – toilet breaks/phone use etc. | 10 mins |
| **The Big Picture**  Present DVD/PowerPoint outlining corporate story, including history, vision, long term plan and benefits. | 10 mins |
| **The Role**  Recruiter to present information on the role including typical activities, educational pathways, career progression opportunities, hours and benefits. | 25 mins |
| **A Personal Story**  Recruiter or senior leader to share their history including journey with the company to date; career highlights; challenges overcome and what they love about the role and the organisation. Question/answer session at end. | 15 mins |
| ‘**Getting to Know You’ Icebreaker**  5mins – groups of 2 (3 max) spend 5 mins getting to know why the other person would be great for the role.  35-40mins – each individual introduces partner back to group to ‘sell’ why they would be great for the role and the organisation. | 45 mins |
| **Tea Break** | 15 mins |
| **PART B) ASSESSMENT**  **Team Activity**  Recruiters to facilitate group activity & assess candidates  5mins – Intro / explanation of activity  15mins – Group to work through activity (5-7 people per group)  10mins – Groups to present back to assessors | 30 mins |
| **Individual Activities by Rotation**  Recruiter to conduct individual role play.  Candidates to also complete two assessment tests, including a pressure test, on rotation. | 30 mins |
| **Lunch & Debriefing**  Candidates are sent to lunch. Recruiters debrief and decide who is brought through to the afternoon session. | 45 mins |
| **PART C: SUCCESSFUL CANDIDATE RELATIONSHIP BUILDING & ASSESSMENT**  **Congratulations**  Congratulate successful candidates on making it through to the second stage. Recruiter runs through more detailed information such as example salary structures, and explains afternoon timetable. | 30 mins |
| **Candidate Interviews**  Candidates who are successful through to the afternoon session, now participate in a face-to-face interview. | As required |