**EXAMPLE GROUP INTERVIEW DAY**

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| **PART A) INSPIRATION****Welcome** Brand DVD/inspiring music playing on arrival, collect paperwork, handout name tags etcThank 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 candidates5mins – Intro / explanation of activity15mins – 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 |