



## *Application*

- Application form online
- CV / Cover letter and screening questions to be reviewed by the hiring manager and HR
- If you are not contacted within 2 to 4 weeks, you have not been selected to progress



## *Screening Call*

- 5-10 minutes call by a HR representative to ask you a few housekeeping questions
- No preparation needed



## *1st Round Panel Interview*

- Online interview with the hiring manager, a HR representative and another stakeholder
- Interview questions will be based on the competencies in the job description.



## *Pre-interview*

- Shortlisted candidates from the first round interviews will be asked to complete an online personality profile assessment and may be asked to prepare a presentation in advance of a second round interview



## *2nd Round Interview*

- Final stage interview in person, panel will consist of the hiring manager, HR representative and a 3rd stakeholder
- You may be asked to deliver a short presentation or to complete a job related task