**JOB ROLE**

**INTERVIEW QUESTIONS**

|  |  |
| --- | --- |
| Candidate Name: |  |
| Date of Interview: |  |
| Interview Panel: |  |

* Introductions
* Make candidate comfortable (take of coat, pour water etc)

**Issues arising from CV or Application Form**

* Gaps in employment
* Reasons for leaving
* Nature of any continuing employment
* Any Criminal Record

|  |  |
| --- | --- |
| Who | Question |
| Experience | What do you know about the Company?  |
| Monitoring | How/where did you find out about this role? |
| Core Values | What inspired you to work in care/work for a caring organisation? |
| Core Values | What are the major challenges older people in our services might face? |
| Core Values | Tell me about an older person who has inspired you. |
| Experience | Insert experience/technical question |
| Experience | Insert experience/technical question |
| Experience | Insert experience/technical question |
| Experience | What are you most proud of in your career? |
| Integrity / Self Management | Tell me about a time when you disagreed with a decision that has been made. How did you deal with it? |
| Integrity / Self Management | Tell me about a time when you made a mistake at work, what did you do to put it right?  |
| Self Management | Tell me about some training or development you have attended that has made an impression on you. |
| Organisation / Working with Others | Can you give me an example of when you have gone the extra mile in your work? |
| Organisation / Working with Others | Can you give me an example of when you have had to work under pressure? |
| Working with Others / Personal Qualities | Tell me about a time when you have had fun whilst working? |
| Continual Improvement | Have you ever found a better way of doing something? How did you go about implementing it? |
| Line /Senior Manager | Who has been a good role model for you in respect of leadership at work and why? |
| Line /Senior Manager | Can you give me an example of when you had to implement change and what you did to bring your team with you? |
| Line /Senior Manager | Can you give me an example of a difficult employee issue you have had to manage? |
| Line /Senior Manager | How do you keep up to date of with change and innovation within the Care Sector/Technical Profession? |
| Core Values | Is there anything that you do outside of work that you can bring to your work at the Company? |

**Final Checks**

|  |  |  |  |
| --- | --- | --- | --- |
| Current Salary / Rate |  | Holiday Allowance? |  |
| Hours Preferred\* |  | Other Benefits |  |
| Notice Period |  | Any Holidays Booked? |  |
| Other Applications? |  | Still Interested? |  |

\*For Carers and RN’s

* All hours are on a flexible roster basis and are not fixed shifts; if necessary you may make a flexible working request once appointed.
* Candidate advised how and when they will be informed if they are successful/unsuccessful or
* Candidate advised of next stage in the process eg Second Interview

Candidate Questions Asked: