



Interview preparation guide



First Stage Interview

We're really excited to help you prepare for your upcoming interview!

We recognise that interviews can be daunting, but don't worry - our team will do their very best to put you at ease! To help you prepare and to perform at your best on the day, below we have outlined a short guide on what to expect and our top tips for success!

What to expect

The majority of vacancies will have a two-stage interview process. For some roles that require a more technical skillset you may be asked to complete a task during the process.

Firstly, they'll chat to you about your motivations for applying to the company and ask you talk them through your career to date.

They may then delve into some questions to assess your technical ability, so be prepared to answer questions related to this.

Lastly, and equally importantly, there will be an opportunity for you to ask any questions you have about the role and life at the company which we recommend you do

Throughout the discussion with the client, they will also be assessing how you align to their firm's core values, which should be displayed on their website.

The interviewers will do their very best to put you at ease and make your time with them as informal and conversational as possible!

Preparation checklist

1. Understand the core skills required of the role

- Research the company values and the key skills needed for the role and relate them to your experience.

2. Think about your experience and achievements (STAR framework)

- Think of the details of what happened, what went well, what would you change, what the outcome was, and what you learned.
- Think about how your specific actions align these to the core competencies sent to you. However, it is important not to make an answer too scripted as this can sometimes lead to the answer being so specific and failing to answer the question.

3. How to answer competency-based questions

- Listen carefully to the questions and feel free to take a moment to gather your thoughts and compose your answers. If you are unsure on what is being asked, ask for clarification before you start answering.

The STAR model

The STAR model is a structure answering technique that will help you provide specific examples to questions.

- **Situation:** Briefly set the context.
- **Task:** Describe your responsibility or challenge.
- **Action:** Detail the steps you took to address the task.
- **Result:** Share the outcome, using metrics if possible.

This will help you keep your answers clear and concise. Always make sure you emphasize how **YOU** contributed to the outcome.

Interview 'Dos and Don'ts'

DO:

- Be specific about each situation you are describing and pick out the relevant points that relate to the question we are asking.
- Draw on a variety of examples from work, school, or your personal projects.
- Think about how your examples can showcase your alignment to our values and add to our culture.
- Talk enthusiastically about your experiences to convey your enthusiasm for both our firm and the opportunity.

DON'T:

- Focus only on the problem; highlight how you solve it.
- Forget to show your authentic self. We value advancements like AI, but during your interview, we want to connect with the real you – this will help your personality shine through.
- Let nerves get the better of you: Stay relaxed and remember your interviewers want you to do well!

Final tips

Prepare questions: Show curiosity about the company and role (e.g. “What does success in this role look like?”).

Practice: Rehearse your examples but keep it natural.

Do your research: Understand the business unit you are interviewing with, what the role entails and the values of the firm.

Good luck!