

## Guidance for Candidates

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### **Experienced hires:**

#### **Preparing for your interview:**

We suggest doing plenty of research into Lloyd's and having a good understanding of the role as a pre-requisite for your interview. Knowing your CV is a key part to any interview and having prepared examples on pieces of previous work will help you prepare for competency-based interview.

There is further guidance on Competency based interviews on this page.

#### **Competency based interview techniques**

You will have a competency-based interview as part of our selection process. The interview will be based around the competencies listed below.

#### **Lloyd's Competencies**

- **Working with People**
- **Delivering Results and Meeting Customer Expectations**
- **Applying Expertise and Technology**
- **Leading and Supervising**
- **Adapting and Responding to Change**
- **Creating and Innovating**
- **Entrepreneurial and Commercial Thinking**

Competency-based interview questions will ask about a time you demonstrated the relevant competencies, which will be described in the job description. For this reason, it's advisable to familiarise yourself with the job description before your interview.

We recommend that you use the STAR model to answer competency-based questions.

#### **What is the STAR technique?**

The STAR technique is a method of answering questions that is comprised of four steps:

**Situation:** Describe the situation and when it took place.

**Task:** Explain the task and what was the goal was.

**Action:** Provide details about the action **you** took to attain this.

**Result:** Conclude with the result of your action.

Please ensure that you fully described **your** contribution or work in any example you use.

### **What else can you expect?**

There will be no trick questions. In every interview we aim to give you the necessary time to fully explain your examples in order to demonstrate skills and experience. We may ask follow up questions if we need to explore your answer in more detail. Your interview should last no longer than one hour (excluding testing). Any additional tests will be communicated to you in advance. If you required any adjustments you will be able to do this via completing the Clear Talents profile link, which you will receive at the start of the recruitment process. You can expect to meet the immediate line manager for this role who should be able to give you a deeper understanding of the role and what is expected of you on a day-to-day basis.