



What to expect at interview or assessment

How long will it last?

The interview will last approximately one hour. This may be longer if there is a skills assessment.

What form will the interview take?

A panel interview will review your skills, knowledge, and experience as well as competencies and values mapped out in the person specification.

Who are the panel members?

Usually there are two or three panel members. The recruiting manager, plus one other person from the recruiting department and potentially a third panel member from an interdependent team, Human Resources, or our Partnership Forum.

What happens when you arrive at the SSSC?

You should make your way to reception and tell the receptionist that you are here for an in person interview and they will let the recruiting manager know. You will be invited to sign the fire register on arrival and when you leave. Someone will come to reception to meet you and take you to the room for interview.

What happens if your interview is to take place over Teams?

You will be sent a Teams meeting invite to your preferred email address on confirmation that you will attend an interview. You should limit interruptions as much as possible although if you are working from home this will be taken into consideration. We will also be sympathetic to connectivity issues and handle these as they arise.

What happens if there is a skills assessment?

You will be advised in your invite to interview if you are to take part in a

skills assessment. This may be before or after your interview, and you will be given instructions describing the exercise you are to perform.

What happens after the interview/assessment?

The interview panel review each candidate's performance against the person specification for the role to reach a general agreement on an individual's overall performance. Candidates are usually notified of the outcome within a two-week period, and then the pre-employment checks process will begin for preferred candidates.

We are happy to provide feedback to interviewees on request.