

Competency Interview

The interview is the fourth stage of the recruitment process. You must be successful at this stage in order to proceed to the remaining stages of the selection process.

The interview process consists of:

- Panel of 2 interviewers
- Competency based PQA questions

The interview will be conducted with two people; one will ask you predetermined questions about your experience, the other will make thorough notes to ensure that a record is kept of all the examples you give which will then be used as part of the marking process.

Your interview may last up to 1 hour. Your interviewer will introduce him/herself to you and talk you through the procedure of the interview. From then on, the main aim of the interview is to gather information about you in relation to various Personal Qualities and Attributes (PQAs) that are required as a Firefighter. The following PQAs will be assessed:

- **Working with Others** – This is about working effectively with a variety of people whether they are in your team or in the community.
- **Commitment to Excellence** – This is about adopting a conscientious and proactive approach to work, and achieving and maintaining excellent standards.
- **Commitment to Development** – This is about being committed to, and being able to develop yourself and others.
- **Commitment to Diversity and Integrity** – This is about understanding and respecting other people's differences and treating people fairly and ethically.
- **Confidence & Resilience** – This is about maintaining a confident and resilient attitude in highly challenging situations.
- **Openness to Change** – This is about being open to change and actively seeking to support it.
- **Effective Communication** – This is about how effectively you verbally deliver information, make yourself understood and how you understand information.
- **Problem Solving** – This is about understanding, recalling, applying and adapting relevant information in an organised, safe and systematic way
- **Situational Awareness** – This is about maintaining an active awareness of the environment to promote safe and effective working

You must draw upon recent experiences from home life, leisure activities, work, voluntary work or education in order to answer the questions and tell us what you have done