

The interview will consist of three parts:

Part 1 – Questions to explore your experience, achievements and career to date, including questions around specific skills and knowledge required for the role.

Part 2 – Questions based on the appropriate behavioural competency framework, attached to email.

Part 3 – Questions about the role, together with the opportunity for you to ask any questions you may have about the role or The Co-operative Group.

During the second part of the interview, the interviewers will be looking for evidence that you have demonstrated the behaviours contained within the behavioural competency framework, which underpin high performance in the role. They will ask for specific examples of situations or activities you have been involved in and will guide you through each example by asking a series of probing questions to build a clear, detailed picture of the event or activity.

To prepare for this part of the interview, it is recommended that you familiarise yourself with the behaviours and think of situations at work where you have exhibited these. It is preferable that these examples come from the last two years so that you can recall them clearly, however you may go further back into your career for a suitable example if you need to. Please note that you are not required to collate any paper-based evidence to bring with you to support your examples, however you may bring along some notes to refer to should you wish.

