

STANDING OUT AT INTERVIEW

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IAC



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INTRODUCTION

This guide is designed to give you tools and tips to help you do your best at interview and maximise your chance of getting the job offer you want. It is based on feedback from both interviewers and interviewees at thousands of interviews for internal audit, IT audit, risk and compliance roles over many years. It is specific to interviews for audit and assurance roles. It is not designed to give you the answers, but will give you an approach, a mindset, tools and some useful tips to help you do the best you can.

We have divided the contents into sections so that you can refer specifically to the most relevant sections if you don't have time to read the whole guide.

First, it is useful to understand the reasons that people are unsuccessful at interview.

WHY DO INTERVIEWS GO WRONG?

There are surprisingly very few reasons that people are unsuccessful at interview, most fall in to one of our top 5 reasons:

1. Poor preparation: Failure to research the organisation, company values, interviewer or role in enough detail.
2. Lack of enthusiasm for the role and the organisation.
3. Vague or generic answers to competency, experience and motivational questions.
4. Poor basic technical knowledge including lack of understanding of key risks, processes, controls, and basic accounting entries.
5. Lack of soft skills particularly around communication, stakeholder engagement and relationship building. Nervousness often plays a part here and suffocates a person's personality.





These are the fundamentals, most of which are obvious, but are often overlooked. You will notice that many of them fall into one of the “*why do interviews go wrong?*” categories so it is worth getting these basics right.

LOCATION

Know where you are going, how you are going to get there, what time you need to arrive and who you are meeting. Always allow additional time for traffic/transport delays or the unexpected.

Have the contact number for your IAC recruiter and the interviewer to hand in case of

THE BASICS

uncontrollable delays and inform them as soon as you can.

VIDEO CALLS

If your interview is a phone or video call, ensure you are somewhere with good signal/wi-fi that is quiet, and where you will not be disturbed. It can often be harder to convey enthusiasm, passion etc. through a screen so you can afford to show a little more that you would in person and don't forget to still make eye contact, project your voice and sit up straight. Check with your recruiter the most appropriate outfit, sometimes a suit isn't the right choice for a VC for example. And remember, technical issues do happen, try not let them stress you – they can be a great ice breaker if you approach them with the right mindset. However, its always worth:

- Trying the video link before the interview to check it works
- Entering the interview 10 minutes before the planned start time (to re-check the link is working!)

GENERAL DRESS AND PRESENTATION

This can depend on the culture of the organisation, so do check with your IAC recruiter, but if in doubt wear smart work attire ensuring clothes are clean, pressed and well fitted and shoes are polished. Think about your posture, eye contact and overall body

language. Turn your phone off and leave it in your pocket/bag.

PREPARATION

Failing to prepare for an interview is one of, if not the, main reason we see for people failing interviews. Part of the interview preparation is having an idea of the types of questions you will be asked and ensuring you are well researched. Having thought through some key areas and responses in advance will really pay dividends at interview. Thinking laterally is also important to demonstrate you have thought beyond the generic interview answers.

However, don't over prepare, you need a toolbox of answers and examples that you can draw on to answer any given question but having scripted answers usually leads to a failure to fully answer a question and a lacklustre, unnatural delivery.

RESEARCH

More on this later, but as a baseline you need to cover:

Website

- Understand their products/services, what they do, where they operate, who they work with
- Understand corporate values. How can you align yourself to the values?

Annual Report

- Review CEO overview/strategic direction

- Understand key corporate level risks
- Financial statements – understand key financials (revenue, profit levels etc). How has the business performed?
- Review balance sheet.

Google/News

- Ensure you are up to date with latest news e.g. new product launches, acquisitions, results releases etc.

PRACTICE

Your answers always sound better in your head than when you say them out loud. Practice your responses to some of the standard questions in front of a mirror or in the car and you will find yourself tweaking words and changing structure to give a much more polished, detailed answer. Doing this beforehand means when you deliver the answer in the interview it will be the best it can be.

KNOW THE JOB

Obvious, but you will need to know the job description inside out and have examples from your experience that are aligned to the job requirements and clearly demonstrate your ability to do the role. Sometimes job descriptions can be a bit generic, but your IAC recruiter will be able to give you greater insight into the role and the key experience and skills they are looking for.

Your IAC recruiter will also be able to give you a detailed understanding of the people, culture, scope of work, travel, career paths etc. to help you really tailor your responses to the role you are interviewing for.

THE INTERVIEWER

Know who you are speaking to. Research them on LinkedIn, social media and company publications. The more you know about their career, interview style and interests, the better relationship you can build. Your IAC recruiter will be able to give you further insight into individual personalities.

FIRST IMPRESSIONS

- Give a firm handshake
- Maintain good eye contact
- Body language - sit up straight, be engaged, project confidence
- Be in interview mode from the moment you leave the house – you never know who you might bump into on the way to the interview. Be polite and cheerful with everyone you meet – you don't know how well the interviewer knows the receptionist or anyone else you engage with during the process.

SMILE

This has its own section because it is so important. Smiling immediately warms people to you, it lets them know you are happy to be there, relaxed and approachable. Smiling can also reduce nervous tension and help you to perform better in stressful situations.

Don't forget if the interview is on the telephone smiling is still important as it will naturally change the tone of your voice and allow you to relax building faster relationships and convey more personality which is sometimes lost on a phone call.

ANSWER THE QUESTION

Answer the question asked, not the question you want to answer, being concise and articulate. Always listen carefully to the question, and then hit the key points first and directly without unnecessary information or progressing on to related points. You can then add additional detail as required.

BE HONEST

Don't make excuses – Almost everyone makes a mistake at some point, either a failed exam, a bad job move or a personal situation that leads to an illogical career move. This will almost always be addressed at interview; if you try to cover it up or make excuses then you will come across as defensive or even dishonest. Admitting to a mistake or a bad decision and demonstrating you have learnt from it is a strength.

Also, don't "talk around" difficult questions, a much better approach is honesty. If you are asked a question and simply don't believe you have well developed skills in that area, don't be afraid to let the interviewer know, rather than answering with unrelated and tangential examples. Be sure to offer some other related skill/experience that is relevant and of interest.

SHOW YOUR PERSONALITY

People, not CV's, get job offers. Of course, you must demonstrate the required technical ability and experience, but demonstrating strong communication and interpersonal skills coupled with commitment and passion will beat a technical genius with underdeveloped soft skills to almost any role.

DON'T BE AFRAID TO SELL YOURSELF

The interview room is not the place for modesty! You need to be careful with tone, so as not to appear arrogant or self-unaware, but justifiably saying you are really good at something and supporting it with examples is what you should be doing.

THINK

Try not to rush into answering a question. Take a moment to think about your answer and how you are going to deliver it. You are unlikely to be the only applicant for a job, so in all your preparation think about how you are going to differentiate yourself and your answers from the other candidates. How will you stand out?

QUESTIONS FOR THE INTERVIEWER

Asking relevant and considered questions at the end not only shows the interviewer that you have a genuine interest in the role, but also that you're using your time and theirs wisely.



“ *Research, research, research! The more you know about the company, their values, the interviewer, the job you’re applying for, the more likely you are to succeed.*

Ensure you arrive in good time for your interview. Take some time to mentally prepare yourself before the interview begins. Take some deep breaths and relax as much as possible. You’re much more likely to succeed at interview if you’re calm and mentally prepared!

”

DAVID CROOK | DIRECTOR | IAC



DEALING WITH SOME COMMON QUESTIONS

There are a number of questions that recur time and again and at all levels, so by preparing for these common questions, you can be armed with some strong responses before you even get to the interview. However, as these are common questions, they are often met with common answers, so thinking laterally is important to ensure you stand out from others answering the same questions.

TALK ME THROUGH YOUR CAREER/ EXPERIENCE TO DATE

Easy. Or so you think. This is often an opening question and is a chance for you to showcase not only your experience but also your communication skills. It is easy to ignore this one in your preparation, but being able to articulately describe your experience and demonstrate you have the required skills for this role is important. Keep it relevant to the role you are interviewing for and avoid the trap of just talking through your life since school. Also ensure you know the detail of your CV and anticipate any questions that fall out of it. People are sometimes caught out by something they have written in their CV but cannot fully explain.

WHY DO YOU WANT TO WORK FOR US? AND WHY ARE YOU INTERESTED IN THIS ROLE?

These are the motivation questions. The key to answering these well is to identify some very detailed, personal reasons and deliver them convincingly with enthusiasm. It is a chance to demonstrate some of the research you have done and how you align to some of their core values. Avoiding the obvious and generic answers is important, the interviewer must feel your passion and commitment to the role and be left with a strong sense that you really want to work there for some sound reasons.

HOW DO YOU SEE YOUR CAREER PROGRESSING?

Most interviewers are not only considering you for the role you are applying for, but also future positions in the business. It is almost always a good idea to demonstrate ambition. However, the two mistakes often made are firstly, being so ambitious that you come across as having no interest in the role you are actually applying for; and secondly your ambitions not being a logical follow on from the role you are interviewing for. Finding a balance between ambition and commitment to the immediate role is key as well as having a

realistic idea of where your career might take you within the organisation.

WHY SHOULD WE HIRE YOU (AS OPPOSED TO ANOTHER CANDIDATE)?

A very open-ended question so try to be specific and detailed. This is an opportunity to talk about your strengths that are relevant and of benefit to the role and back them up with strong evidence. Although this is a time to be confident about what you can offer ensure your answer doesn't appear arrogant. Avoid reasons that benefit you like "I live near the office" and "I've always wanted to work for this brand", also avoid commenting on the skills of other potential candidates.

WHAT ARE YOUR SALARY EXPECTATIONS?

This question will not always come up, but you should ensure you have discussed this with your IAC recruiter and your answer is consistent with the salary expectations that were submitted with your initial application.

WHY DO YOU WANT TO LEAVE YOUR CURRENT ROLE?

Try to frame this with positive progressive reasons rather than moan about the negatives of your current employer.

WHAT DO YOU KNOW ABOUT OUR BUSINESS/INDUSTRY/COMPETITORS?

Here is your opportunity to demonstrate you have done your research and have a solid understanding of the business and the wider industry.

COMPANY WEBSITE

You should ensure you are fully familiar with the company website (including the careers section which often gives insight into culture and values). If they have defined their key values you must know these and reflect them in your answers.

ANNUAL REPORT

You should have read the key sections of the latest Annual Report. You will learn a lot about prior year performance and key financial drivers, as well as the strategy, corporate level risks and key personalities.

FINANCIAL STATEMENTS

A detailed understanding of the financials is fundamental. A quick P&L analysis will give you year on year variations and help you understand the performance of the business over time. Being able to talk in detail about some of the key movements and drivers will set you apart from others. Reviewing the Balance Sheet to gain an understanding of the financial position is also important. You will be able to identify key balances and risk areas – e.g. do they have a high inventory balance, lots of debt, or IP?

Using your understanding of the business

operations and financials will help you think to the next level – what are the likely risk areas from an audit perspective? What controls would you expect to see? How would you audit these areas? What accounting standards are particularly relevant to them?

NEWS/GOOGLE

Always check for latest news articles (especially on the day of the interview). If they have just announced a big acquisition, latest results or a product launch you need to know about it.

INDUSTRY AND COMPETITION

Demonstrating an appreciation of the wider industry is important. Are there any industry bodies you should be aware of? What are the current big issues in the industry? Who are their main competitors? How do they compare?

BUSINESS RESEARCH

If the organization has a tangible product it is worth visiting their store/facility or buying their products so that you can discuss actual experiences with the business and demonstrate your interest.

DO YOU HAVE ANY QUESTIONS FOR ME?

It is likely this will get asked at the end of the interview. Having no questions immediately signals disinterest, so it is worth having some meaningful questions prepared. You may be able to pick up on earlier conversations and ask further questions, but you should also have some questions prepared to fall back on.

Here are a few ideas:

1. Why did you join this organisation?
2. How are the team perceived across the business?
3. Can you give me an idea of some audits I'd be working on?
4. What are my opportunities for progression?
5. How will my performance be evaluated?
6. How would you describe the culture of the business?
7. What are the big issues that keep you awake at night?

Another one you could consider asking is “I am very keen on the organisation and the role and would very much like to join your team. Is there any reason why you may not think I am right for the role?”

Asking this question gives the interviewer the opportunity to discuss any concerns and you the chance to cover any objections they may have.

TESTING

It is also worth noting at this point that some companies use tests (online or written) as part of their recruitment process. This is nothing to worry about but they should be given full attention as you will often have to achieve a minimum score to progress to the next stage. The main types of testing are:

Psychometric – numerical and verbal reasoning tests. For further information and resources see: <https://www.cebglobal.com/shldirect/en> The key to these is to practice the style of tests and to allocate appropriate time per question as they are often quite time pressured.

Case Study – These are usually based on a relevant business scenario and can involve identifying key risks/issues, making recommendations, writing an audit plan or writing a short report or executive summary.

Personality Profiling – These are not usually pass/fail tests but the results can be used to frame HR interview questions at later stages.



“

The act of smiling has been scientifically studied, and it relays happiness, authenticity, and trust across cultures and generations. Smiling relaxes us and tells the interviewer we are friendly, confident and positive and will make them feel happy too.

Don't overdo it though – smiling too much can look weird and false!

”

CHRIS BROOKER | DIRECTOR | IAC

DEALING WITH COMPETENCY-BASED QUESTIONS

Situational, behavioural or competency-based questions will almost always be a key part of the interview. Knowing which key competencies they are looking for beforehand will allow you to focus your preparation, but here are some examples of competency questions that arise repeatedly and how to approach this style of questioning.

APPROACH TO ANSWERING COMPETENCY-BASED QUESTIONS:

STEP 1. Identify the core competencies that the interviewer will be looking for (use the job

description, the website and your IAC recruiter)

STEP 2. Prepare a list of examples from your work (and sometimes life) experience of how you have demonstrated these competencies

STEP 3. Apply the STAR approach to structure your answer:

S – Situation. Provide a brief summary of the situation to set the scene for the interviewer.

T – Task. Describe in detail the task ensuring you select one that is credible and achievable without being too low

level. Try to pick something that the interviewer can identify with quickly.

A – Action. This is the key part that will demonstrate the competency so should be detailed and clear. This is the time to talk about what you actually did, what your thought process and approach was and why, and the specific actions you took and how you took them in detail. You can also discuss the obstacles and challenges you faced and how you overcame them.

R – Result. Be specific about the result for the company or group your task involved, and also the result for you – e.g. what you learned. If the results were positive, underline your contribution and highlight your achievements. If the results were negative, remember that a setback can actually reflect positively on you, showing that you assess the consequences of your actions, that you are able to learn from your mistakes and that you are resilient in the face of adversity.



TOP TIPS

- **“I” rather than “we”** – Most people work in teams, so it is only natural that they refer to examples that involved working with others. It is important to demonstrate that you are comfortable working with others, but if you refer to “we” all the time the interviewer will have no way of understanding what your contribution was and what your abilities are.
- **Real life examples** – No interviewer wants to hear a hypothetical answer. They want to hear what you have done, in a real situation that has led to a positive result. Avoid words like “would” and “could”, they want to hear what you have done not what you would or could do.

GENERAL COMPETENCIES

Here a few examples of general competency-based questions that you might want to prepare for:

Can you provide some examples of managing conflict?

Demonstrating a willingness to listen to and understand your colleagues’ and employers’ perspectives in order to work out a solution that is mutually agreeable is important. The key here is collaboration leading to resolution.

What are your strengths?

Remember to give examples of strengths that will benefit the employer and are relevant

to the position. Your IAC recruiter will be able to brief you on the most important things they are looking for, so including some of these in your strengths is a good idea. You should be able to back up your answer with clear examples and evidence.

What are your weaknesses?

A tricky one. The purpose of this question is to see how you view and evaluate yourself and assess your self-awareness.

Avoid presenting a positive skill disguised as a weakness, like “I work too hard” or “I am a perfectionist” but rather respond realistically by mentioning a small, work related weakness and what you are doing or have done to overcome it.

How would you deal with a difficult stakeholder who was not cooperating with you, or a task you could not complete?

The key here is to demonstrate that you have used initiative and tried some sensible courses of action to reach a resolution/solve the problem on your own before escalating to management. Managers will want to know that you have done everything you can before involving them. They will also expect you to have an action plan/possible solution to discuss with them rather than just giving up.

Other common questions to consider:

- Can you provide some examples of cultural adaptability?

- Can you give an example of a suggestion you made that was implemented?
- Give an example of when you have influenced senior stakeholders?
- Can you give an example of when you have managed/led a team?
- What is your approach to teamwork?
- What is your management style?

TECHNICAL COMPETENCIES

How would you audit X?

Be prepared to talk through the audit of any given process (it is most likely to be a relevant process for their business).

What controls would you expect to see in X process and how would you test them?

Ensure you are up to speed on the key financial processes, the key controls and how to test them (e.g. AP, AR, Payroll, Inventory etc).

What are the key accounting standards that are relevant to this business?

Think about what the organisation does as well as key FSLIs on the P&L and Balance Sheet to understand which standards are most relevant, then ensure you are up to date on them.

How would you approach a first-time audit of an area that you have not audited before?

This is about demonstrating that you can think like an auditor, apply a framework and work through a logical process identifying the key



tasks and actions.

What are the accounting entries for X transaction?

Surprisingly many people have been caught out by a simple accounting entries question, so this is one to be ready for.

What do you think are the key risks in our business?

This question comes up a lot. Demonstrating that you understand the corporate level risks (from the annual report) is a good start point, then digging down into the operations, transactions and key FSLIs from the financial statements will show you understand both the strategic and operational level risks.



“

Preparing a few questions to ask at the end of the interview shows enthusiasm, genuine passion & interest for the role. A huge tip I always give to my candidates is always ask “if I was the right candidate for this role, what do you think my challenges would be in the first six months.” This allows you and the interviewer to have an honest, open, and transparent conversation.

”

SHEENA DATTANI | MANAGER | IAC

SECURING YOUR FIRST INTERNAL AUDIT ROLE

This section will provide guidance for people moving into an internal audit role for the first time. A basic question to start may be:

“Why internal audit?”

In order to answer this, you must have a detailed understanding of what internal audit does, the IA profession and how your skills and aspirations align with an IA role.

WHAT ARE THE DIFFERENCES BETWEEN EXTERNAL AUDIT AND INTERNAL AUDIT?

This is a very common question and one you must be prepared to answer in detail. There are many differences, some being quite subtle, here are some areas to consider:

- IA has broader scope – financial/operational /compliance/fraud/business reviews etc, not just financial statement audit.
- IA is part of the business – an advisor and business partner, not appointed for specific engagements only.
- Soft skills – subtle differences in the way you interact with, and build long term relationships with stakeholders across the business

- IA is a value-add role – making recommendations and following them through
- IA has a more holistic view of the business – risks/processes/controls

HOW DO YOU THINK INTERNAL AUDIT CAN ADD VALUE TO A COMPANY?

Here are a few areas we have identified (this is not an exhaustive list):

- **Mitigation of risk;** specifically ensuring the board are forewarned of potential problems before they occur.
- **Ensuring Strategic Success** – Internal Audit can assess what the risks are to the strategic goals of the business and provide assurance accordingly.
- **Spreading of best practice** – Internal Audit can often be the only ones regularly moving between countries, divisions and teams. The identification and communication of identified best practice can be invaluable.
- **Ensuring Regulatory compliance** – In a tightening regulatory environment, it is business critical to ensure competent and controlled regulatory compliance.

- **Business Partnering and Advisory** – improving processes to increase efficiency and minimise error. Problem solving for the business.
- **Large scale project assurance** - Provide assurance and due diligence work around system/SOX implementations, acquisitions and disposals

HOW HAS YOUR EXPERIENCE PREPARED YOU TO BE AN INTERNAL AUDITOR?

Identify the most transferable skills both technical and soft skills.

HOW DO YOU DEVELOP AN AUDIT PLAN? WHAT IS IMPORTANT TO CONSIDER?

Areas to consider (please note this is not an exhaustive list):

- Understanding the business
- Understanding corporate level risks and how they translate to audit risks
- Risk Assessment
- Understanding key processes, transactions and FSLIs
- Walkthroughs and process mapping (liaison with process owners)
- Communication: All of the above, and more, won't be achieved unless auditors have the soft skills to communicate in all forms, across all levels of the business.

OTHER QUESTIONS TO CONSIDER:

- What are important elements of internal control systems? What process would you follow to review them?
- Do you know any audit software or CAATs (computer assisted audit techniques)? Have you used them before?
- What do you know about information technology controls?



EXPERIENCED/MANAGERIAL LEVEL ROLES

For the more senior level roles expectations will be higher. Answers must demonstrate a further level of depth and understanding – asking yourself the “so what?” question will help you think to the next level. You will also need to demonstrate your ability to think more strategically and engage at the C-Suite level. The key areas in addition to those mentioned are likely to include:

- Understanding the organisation’s strategy and what that means for audit, for your managers and teams and other stakeholders across the business
- Deep understanding of the key risks and what that means for the role and other stakeholders.
- Demonstrate highly developed management and leadership skills
- Ability to build relationships and influence at Board/Audit Committee level
- Discuss your management style and why that is effective (lots of examples)
- Prove your ability to operate at the strategic level
- Relationship building across the business to get buy-in and build/maintain the reputation of the function.
- Experience of managing budgets
- How you motivate and develop teams
- Demonstrate confidence, credibility and gravitas
- Advanced communication skills – using appropriate board level language and emotional intelligence to flex approach and influence.



TECHNOLOGY AUDIT ROLES

There are a few additional areas that are often covered when interviewing for technology audit roles. Each role is different depending on the specific technical requirements, but here are a few things to consider:

- Know the ERP, platforms and systems the company uses. The job description and your IAC recruiter will be able to guide you on this.
- One of the most important skills that is often looked for in technology auditors is the ability to translate technical IT audit results into a language that is understood by non-IT professionals across the business. Understanding how the IT audit results and associated risks of technology affect the business and how to communicate this effectively is key.
- An increasingly common requirement is an understanding of emerging technologies and methodologies such as cloud, AI and agile software development.
- Examples of broader skills and experience are also useful such as project management/assurance and experience of implementation/transformation programmes.
- Understanding technology risk is vital, and importantly how this then impacts business risk.

- Knowledge of COBIT, ITIL or COSO frameworks
- Experience of current Data Protection regulations (GDPR)
- Experience of Data Analytics (ACL/IDEA/Arbutus)

Examples of other questions that often arise:

- Describe tools that can be used to assess the security posture of an enterprise or company architecture.
- Describe the purpose of ACL software.
- What is the difference between auditing in a Windows and Linux environment?
- What is the purpose of network encryption?
- What are the biggest problems with Cloud-based applications?
- What is the benefit of an IT audit for an organization?
- How do you perform an IT risk assessment?
- Can you describe some of the vulnerabilities listed on the OWASP Top 10 Vulnerabilities list?
- If you were asked to help implement a new tool, e.g., a new SharePoint site, what questions would you ask?



“ *Try and demonstrate your ability to be a “critical friend” – internal audit requires a split personality; ability to build rapport and empathise, however also the ability to challenge and ask the difficult questions to stakeholders. Demonstrating these 2 qualities will highlight your gravitas as well as your empathy and interpersonal skills.* ”

JULIA WHITE | ASSOCIATE DIRECTOR | IAC

ROLES IN PROFESSIONAL SERVICES

All the advice given so far applies, but there are a few tips specific to professional services interviews. Professional Services love to ask competency questions so you should be prepared for these as well as the technical areas of the role you have applied for. Here are some questions that are often asked:

- How will you cope with the fast-pace of the professional services environment?
- How will you manage multiple audit engagements, deadlines and relationships?
- What is your experience of managing budgets and resourcing teams?
- What do you like about this professional services firm and why do you want to join this particular firm? (as opposed to another similar firm)
- What has been your greatest achievement?
- Tell me about a difficult experience at work and how did you deal with it?
- Pick an audit you have led - how did it go, what did you do, what did you find, how did your report it, what did you learn?
- Tell me about a time you had to correct someone's mistake
- Describe a time when you had to improve a piece of work after criticism?
- Give an example of a time you failed to accomplish something.
- Give an example of a time you dealt with a team member who didn't pull his weight.



IAC'S STAND OUT TIPS

We hope this guide proves to be a useful tool in your interview preparation. Here are what we think are the most important messages to take away.

- Preparation - Assume the interview will be the most probing, intimidating and complex that it can be. If you prepare for this then you will be able to deal with anything that is thrown at you.
- Approach the interview like another closing/client/team meeting not an interview. This will help you stay relaxed and allow your personality to shine through.
- Personality – energy and passion. The hiring manager is not just filling a vacancy he/she is choosing a team mate and colleague. The person he/she most wants to work alongside will get the job offer.
- Think outside the box – don't give the common, generic answer – make it thoughtful, personal and relevant – make yourself stand out.
- Listen carefully and answer the questions asked. Be specific. Hit the key points first, then add the detail.
- Be curious - ask questions.
- Smile.



YOUR IAC RECRUITER IS AVAILABLE TO ANSWER QUESTIONS, ASSIST WITH INTERVIEW PREPARATION AND CONDUCT MOCK INTERVIEWS IF REQUIRED.

WE WISH YOU THE VERY BEST OF LUCK WITH YOUR INTERVIEW.