

Interviewing at Taranaki Regional Council

We are excited that you are considering joining the Taranaki Regional Council team! This guide is designed to help you prepare for your upcoming interview with us.

Our team has a diverse range of skills and experiences but our common ground is the passion we share for making a positive difference for our community, both now and for our future generations. What drives us is making Taranaki the best place in Aotearoa New Zealand to live, play and do business!

To find out more about the role, our kaupapa, culture, and the impact of our mahi you can...

- Check out our website <https://www.trc.govt.nz/>
- Review the job description
- Follow us on LinkedIn or Facebook
- Speak to our recruitment or wider People and Wellness team

Our Approach to Selection

Our selection decisions are based on how well a candidate's competencies and skills match the role in question, as well as how their values and motivations align to our culture and values. Ultimately, we aim to recruit and promote individuals who share our values and will find a career with Taranaki Regional Council rewarding and fulfilling.

Preparing for your interview

After welcoming you to Council and introductions we will provide you with 5 minutes to share your story and provide an overview of your experience, highlighting the parts that you feel are most relevant for the role.

During the remainder of the interview we will ask questions to assess your motivational and values fit. Before covering some competency-based job interview questions (more about those below).

Finally, interviews are not only for us to learn more about you, but also for you to get a feel for us. You'll be provided with time to ask any questions you have.

Competency-Based Interview Questions

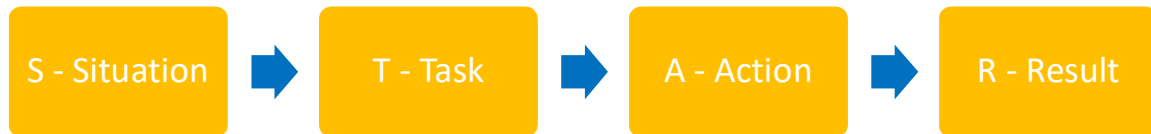
We utilise competency-based interview questions. This style of interview is based on the premise that past behaviour is the best predictor of future behaviour.

Competency-based interview questions typically begin with the phrase like, "Tell me about a time when...". The key to successfully answering this type of question is:

- Understand the role requirements
- Understand the skills and expertise you bring
- Being prepared to share examples from your previous experience

Try to think of a range of examples to demonstrate times you have displayed the key requirements for the role.

When preparing your possible responses, it can be useful to use the STAR technique:



The STAR Technique

S = Situation is about describing a situation and setting the scene for a relevant example from your past.

T = Task is about articulating the task you set out to achieve, obstacle you needed to overcome or objective.

A = Action is about explaining what actions you took to achieve the task, overcome the obstacle or reach your objective. Be specific rather than making broad statements. Share your actions step-by-step and outline your rationale for these.

R = Result is about detailing the outcome of your action. Offer specific facts relating to the result. For instance, quote figures and statistics, or feedback from your manager, that back up your assertion. If things didn't go to plan, share your learnings and/or anything you would have done differently in hindsight.

A few other things to consider:

Before the interview:

- Speak to the recruitment or wider People and Wellness team if you would like to bring Whānau or a support person or need any special accommodations.
- Remember interviews are a two-way process, prepare questions you have about the role.

At the interview:

- Don't be afraid to take your time in responding to questions or asking for a question to be repeated if you don't understand it.

After the interview:

- Seek feedback and use any feedback received as a learning opportunity.

If you have any questions about the role, the recruitment process or require any support, have a confidential chat to the recruitment or wider People and Wellness team on (06) 765 7127. We look forward to seeing you soon.