

Interviews are crucial in this industry. They let you sell yourself and give the employer a lot more to go from.  
**This guide is your cheat sheet to getting the job!**

## BEFORE THE INTERVIEW

### DO YOUR RESEARCH

#### Of the company...

- What they do
- The products they manufacture
- Their values

#### The job...

- Which bias?
- Machinery on-site?
- Necessary qualifications?
- Experience needed?

#### Know what to expect...

There could be a technical test or site tour.  
 So, get these details and prepare accordingly.  
 E.g. remember your PPE for the site tour.

### DRESS APPROPRIATELY

Consider the position you're interviewing for!

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| <p><b>Too casual...</b><br/>could suggest you're not 100% serious.</p> | <p><b>Too smart...</b><br/>some engineering managers don't like a full suit.</p> |
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#### Top Tips:

- Your **recruiter can advise you exactly** on what the client prefers - whether that's fully suited and booted or more smart casual.
- Wear trousers that can be comfortably worn with **safety boots** - if you're promising, the hiring manager will give you a site tour.

### SWEAT THE SMALL STUFF

#### Don't be complacent!

This is a common mistake. Avoid thinking you have it in the bag before interviewing.

**If interviewing doesn't come naturally, preparation is the key!**

Nerves are a common challenge for engineers. But they can affect your performance. Prepare to avoid this.

**It's better to be early than late!**

Punctuality is crucial!

- Plan your route & consider traffic
- Communicate any issues

## HOW TO PRESENT YOURSELF

- Come across as keen!
- Positive attitude
- **BE** calm, collected, positive & polite
- **DON'T BE** cocky, pessimistic, desperate!
- Display confidence by maintaining eye contact, smiling etc.

## SKILLS TO SHOW OFF

- Knowledge of maintenance techniques
- Understanding safety regulations
- Attention to detail & Task prioritisation
- Troubleshooting
- Communication
- Time management
- Analytical thinking
- Adaptability & Flexibility
- Understanding equipment & systems

## QUESTIONS TO EXPECT

- ➔ Scenario Based Questions
- ➔ Qualifications and Skill Set
- ➔ Industry Experience

## HOW TO ANSWER QUESTIONS

- **STAR** approach (Situation, Task, Action, Result)
- Confidently
- **Take your time**
- Refer to processes and machinery on-site.
- Turn missing skills into a positive

## DURING THE INTERVIEW

### QUESTIONS YOU SHOULD ASK

Show you're keen & inquisitive.

- Where are major issues on site?
- Planned vs. Reactive procedure?
- Future plans for the next 3-5 years?

Avoid going straight in asking about money.

### CONCLUDING THE INTERVIEW

Have you...

- highlighted your long-term commitment?
- proved your suitability for the role?
- showed off your skills and knowledge?
- displayed confidence and a positive attitude?
- displayed your understanding of the role and the company?

## AFTER THE INTERVIEW

### GREEN & RED FLAGS

- Discussion of what you can & can't offer
- Rest of the team has longevity
- A prompt but considered response
- Paperwork quickly follows offer
- Hiring manager passionate about new joiners

- Short interview process
- Over-keen/desperate hiring manager
- Paperwork doesn't closely follow offer
- High staff turnover
- Manager not enthused about having new starters

### NEXT STEPS

- ➔ Communicate your thoughts and further questions with your recruiter
- ➔ Your recruiter will be in touch when they have information to share with you.
- ➔ Your recruiter will be chasing the client on your behalf - be patient

### IN SUMMARY...

It's a lengthy process. But, immerse yourself to have the best shot possible.

Working with a recruiter will make the whole process run smoothly

For example, we...

- know what the interview entails
- can reiterate your keenness to the hiring manager after the interview

A recruiter's advice is your **biggest asset** aside from your skills and experience.