

# 2025 GradStart Recruitment Café Style Interviews – Applicant Information



# Introduction

- Thank you for selecting Sydney Local Health District as your first preference for a 202 GradStart position.
- Interviews will be face to face, café style.
- This style is designed to make you more relaxed and ensure you are able to perform your best on the day.
- The panel members will be Sydney Local Health District staff from various facilities and services.



# Before the Interview

- A staff member will greet you and collect all the documentation you have brought with you to the interview and validate your identification.
- You will then proceed to our Staff Health Nurses who will review all of your vaccination information.
- Another staff member will then formally welcome you to the interview and tell you everything you need to know about the process.
- You will also have an opportunity to ask any questions you have about the process if anything is unclear.
- You will be allocated to a table number to sit at when you enter the interview room.



# During the Interview

- The interview room is a large open room and will be set up like a “café”.
- There will be 5 tables in the room, each table will have two staff from Sydney Local Health District.
- The panel members will write notes regarding your response while they are listening to your answer.
- There will be some noise in the room but most people find this relaxing
- Try not let this distract you.
- The panel may ask clarifying questions and review your response with you to check if there is anything else you would like to add.

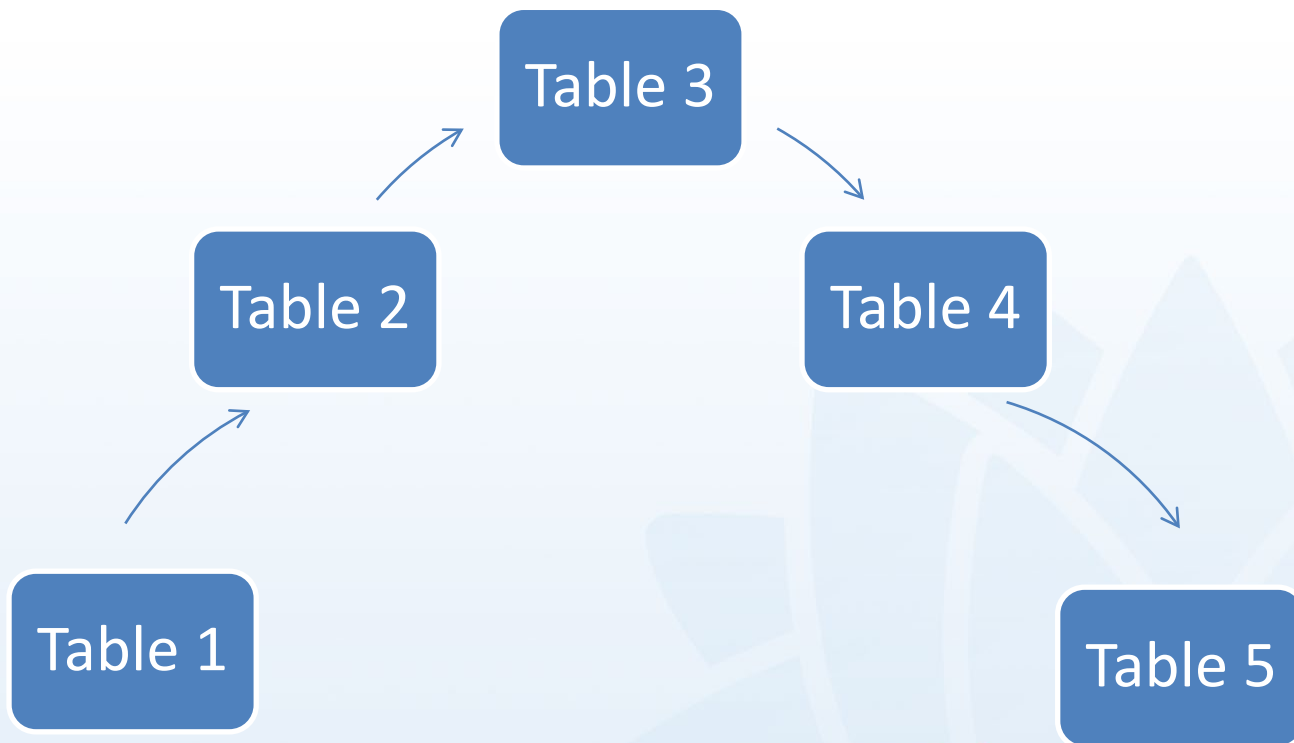


# Timing

- The interview process will be timed to ensure fairness to all candidates.
- You will be given 4 minutes to answer each question to the best of your ability. The question will be printed and available for you to read and review each table.
- You will be notified when there is 1 minute left for each question. This is a great time to wrap up and ensure you have answered the question to the best of your ability.
- At the completion of each question the room leader will ask all participants to stand up and move to the next table.
- There will be approximately 1 minute to move to the next table, collect your thoughts and read the next question.



# What will the room will look like?



# After the Interview

- After the interview one of our staff will take you from the interview room for a “what happens next” information session.
- This is an opportunity to find out the process that occurs after the interviews.
- This will include discussing key dates for the 2024 GradStart Recruitment campaign and some tips to help you through the next steps after the interview.
- Then you are free to leave and enjoy your day 😊



# Some Tips

- Arrive at the time indicated in your invite to interview, do not be late.
- Read the interview invite carefully and make sure you bring all of the required documentation with you.
- Be yourself.
- Remember – We are here to support you through the process.





# Feedback from other applicants

- *“I felt more relaxed and able to provide better answers”*
- *“The low level of noise in the room was comforting”*

*“It was good being able to move to another panel if I felt I had not done well on a certain question – I could start fresh”*

*“I liked that there were other applicants in the room – It made me feel more at ease – Like we were all doing it together”*

