

Interviewing at AIB? This guide will help you prepare

Congratulations on your invite to interview with AIB. When interviewing with us, we want to find out all about you! We want to hear about your experiences, skills and knowledge to give you the best opportunity to be successful at interview. With this in mind, we will aim to use the **‘Competency Based Interview’** to help you to tell us your story.

What are Competency Based Interviews?

The main difference between a competency-based interview and a general interview is that most of the questions in a competency-based interview will relate to past situations i.e. instead of being asked whether you like to work as part of a team, you’ll be asked to describe a time in the past when you did so.

Why Competency Based Interviews?

The reason behind asking competency-based questions is that your past performance is the best indicator of your future performance. The emphasis is focused on identifying and analysing previous examples of effective performance on the job. This is usually the format of interview which frightens people the most, but this interview style is one which you can be the most prepared for.

Purpose of the Interview

The purpose of any interview is to give you the opportunity to give evidence of your performance and your behaviour in different situations and to share your vision of the role and how you would carry it out. The interview is not a test of endurance or a test of memory. The role of the interviewer is to help you present this evidence so they can use it to make an objective decision on who is best suited for the role. The interview is an opportunity to discuss your achievements, convey your vision of the future role, demonstrate your general banking and business knowledge, and show your suitability and passion for the role.

Preparing your Competency Examples

An example of a competency may be “Presenting and Communicating”.

A typical question could be “Tell me about a time when you had to present ideas to a group of people. Talk me through your approach. How did you feel during the situation and what was the outcome?” or “Talk us through the biggest obstacle you’ve had to overcome within your career to date”

A useful way to remember how to structure your answer is by using the **STAR** technique.

The **STAR technique** is a great way to structure your examples for each competency. When you are giving your example, be very conscious that your time is limited and by talking unnecessarily on one topic may leave less time for the delivery of other key points. Be very focused and use the STAR technique to structure your examples for each competency - **Situation, Task, Actions and Results.**

Here's how it works:

S: Think of a situation where you applied the competency in question. You must ensure you explain the circumstances surrounding your example. Set the scene, allowing the interviewer to understand the background.

T: Explain what the tasks were.

A: Describe the actions you took to fulfil those tasks.

R: Highlight the results that were achieved.



Some key tips...

Throughout your answers, highlight the key competencies that you used and ensure that they are matched to the key competencies required for the role; such as Communicating & Influencing, Customer Relationship Management, Results Focus and Teamwork.

Be as succinct in your answers as possible and know when to stop talking.

Try not to mention lots of people's names and to get caught up in the finer details of the story.

This will cause confusion and dilute the message you are trying to present.

And finally...

It's always a good idea to research the company to see if it's somewhere where you would like to work as well as also demonstrating your knowledge and research skills to the interviewers.

GOOD LUCK!!!!