

Living our values
every day



Accountability

We do what we say we will.



Integrity

We are honest, fair and speak up.



Empowerment

We enable communities and colleagues to be the best they can.



Respect

We value and listen to each other.



Excellence

We continually improve through listening, learning and innovation.

Working for us

Visit www.gloucestershire.gov.uk/ASCRecruitment for more information. We have also recently published some articles on community care employer zone, where you can read more about us as an employer.

Recruitment contact

Email:

ASCRecruitment@gloucestershire.gov.uk

Website:

Gloucestershire.gov.uk/ASCRecruitment

Address:

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Preparing
for your interview
with Adult Social Care



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Preparing for your interview

If you have not already done so, please confirm your attendance and let us know about any reasonable adjustments you need us to make to accommodate your particular needs at interview.



What your interview will consist of

1. **Document Checks:** In line with General Data Protection Regulations (GDPR), we no longer take copies of documentation at interview. However, we may ask to see proof of identity (ID). Please make sure you bring a valid passport/driving license or other approved form of ID along to your interview.
2. **Individual interview:** Interviews may be virtual or face-to-face. Your invite email will confirm which process is to be undertaken, inform you of the length of your interview and the panel members. These panel members will ask you a series of questions that will cover your reasons for wanting the post, your understanding of the demands of the role and your skills, knowledge and experience required.
3. **Written exercise:** For certain interviews, such as for Social Workers or Administration vacancies, we may invite you to undertake a case study or written exercise. This test aims to assess your communication skills including your ability to write clearly. It will also test your ability to think critically, your intellectual ability and curiosity.
4. **Group exercise:** For certain interviews, such as for ASYE Social Worker vacancies, we will invite you to take part in a group exercise as well as a written exercise. You will be given a specific question to discuss on the interview day. This discussion will last 45 mins and will be observed by members of the interview panel. It will contribute to evidence in relation to your communication skills, knowledge and judgement.

“Good luck and see you soon!”

Preparing for your interview

1. **Plan your travel:** Ensure you plan your route and parking the day before. It is also worth getting everything ready well in advance, to prevent last minute delays.
2. **Prepare yourself:** Make sure you read all the information provided to you, that includes: the job advert, the job description and your email invite. These will help you to understand more about us and what we are trying to assess at your selection day.
3. **Do your research:** It is always recommended that you research what Adult Social Care does; it is important for you to understand what we do, our parameters and who we work. It is also recommended that you 'quiz up' on all relevant legislation required for the post applied. Make sure you use other resources to support you, such as: websites and research.
4. **Plan your answers:** Finally, start thinking about what questions you might be asked and use the job profile to help! Make sure you prepare some examples, as we always score answers based on the depth of discussion and evidence to what is being articulated. Visit The STAR method | National Careers Service <https://nationalcareers.service.gov.uk/careers-advice/interview-advice/the-star-method> to help plan your answers.
5. **Get in touch:** It is not mandatory and certainly not scored, but you are invited to contact us before your interview to have a brief discussion about the role and the interview. Please email us at ASCrecruitment@gloucestershire.gov.uk