



CANDIDATE INTERVIEW GUIDE

Equipping you with the knowledge and strategies necessary to make the most of your interview journey with us



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Parking and Public Transport

Travelling by car?

Unfortunately, we do not have on-site parking available, but there are several car parks situated close by.

Montague Quarter Car Park

Located a 2–3-minute walk from our Head Office

DIRECTIONS

Worthing High Street Multi-storey Car Park

Located a 5-minute walk from our Head Office

DIRECTIONS

Travelling by train?

We are located a 12-minute walk from Worthing Train Station

DIRECTIONS

Raining? Running late? – or just not feeling the walk? Directly opposite Worthing Train Station you will find Worthing's local private hire taxi's – Arrow Taxi Group – Call them via **01903 212121** or [book here](#)

What to Expect/Prepare

So, you've made it to the final stage... What now?

First and foremost, we are passionate about what we do here at Bluecrest, and we love our people to be passionate too! If you would like to read more about what we do, why we do it, and why we love it, then click [here](#).

Our final stage interviews are structured to the following:

1. **Mandatory Questions** – the need to know
2. **General Questions** – a chance for us to get to know you better!
3. **Scenario/Situational Based Questions** – “What would you do if..?”
4. **Competency Based Questions** – “Tell me about a time when” - Starring the STAR Method!
5. **Any Questions?** We would love to hear them!

Something to remember:

During your interview, you will have the opportunity to ask any questions about the role, our office culture, our people, our values - and anything else that comes to mind! Our interviews are a two-way street, and we want you to be certain that this is the right role for you and that we are the right company for you. So, come prepared with any questions you may have.

STAR Method Guide

What is it and how to apply it

As part of our interview process, you will be asked competency questions based on several key competencies that this role may require. These are structured and scored using something called the STAR Method.

STAR stands for 'Situation, Task, Action, and Result' and is meant to help you structure your answers to those questions. The benefit of the STAR method is that it should help you provide clear and concise answers — be specific, but avoid getting caught up in unnecessary details!



Example Question

“Tell me about a time when you made the best cup of tea of your life?”

Example Answer

Situation: “It was a cold day in November, and I was working from home. The heating wasn’t working, I had no milk, and I desperately needed a cup of tea”

Task: “I made a plan, I collected my car keys, put on my shoes and went out the door to my car”

Action: “I arrived at my local supermarket and bought some milk. I then went home, boiled the kettle, got out my favourite mug, added the tea-bag and milk - and made myself a cup of tea.

Result: “It was the best cup of tea of my life. I then went on to have an extremely productive day of work, logged off for the day, read this useful guide included in my Bluecrest Interview Pack – and went on to get the job!”

New to Microsoft Teams?

How to join the call

As part of our interview process, you may be required to attend an interview via Microsoft Teams Voice Call or Video.

In your interview email invitation, you will find the message below, indicating which link to click in order to join the meeting. Once you click the link, you will be guided through the process and placed in a waiting room, ready to be admitted by your interviewer.

Microsoft Teams meeting

Join on your computer, mobile app or room device
[Click here to join the meeting](#)

Meeting ID: 352 851 602 386
Passcode: USp7dC
[Download Teams](#) | [Join on the web](#)

[Learn More](#) | [Meeting options](#)

We ask that you ensure you are in a quiet, private setting with little background noise – and where possible your camera is turned on!

TOP TIPS

Useful Tips and Links

- If your interview is taking place at our head office or an off-site location, aim to arrive 10-15 minutes early for your time slot
- Spent time researching our company pages, and be sure to bring any questions you have about Bluecrest or the role specifically to your interview
- When joining an interview via Microsoft Teams Voice or Video call – aim to join the meeting 5-minutes early
- Sometimes technical issues happen, if this occurs during any online interviews, we will always aim to call your mobile – so have this to hand just in case
- If at any point during your interview you feel that the role is not right for you, always be honest – the aim of our interviews is to come to a mutual agreement that both you are right for the role, and that we are the right company for you

[OUR WEBSITE](#)

[CAREERS PAGE](#)

Our Values

Our Culture and Values are the pillars of our organisation and how we operate.

They are what defines us, sets us apart, and helps us achieve our unified vision, mission and goal of making Health Intelligence accessible for all.



OWN IT

We take responsibility and are accountable for everything that we do individually or as a team



STRIVE FOR BRILLIANCE

We pursue excellence through focusing on continual improvement and being our best



PREPARE TO SUCCEED

We look ahead and plan, whilst always having a clear goal in mind



EVERYONE MATTERS

We value the importance of each individual we work with; colleague, customer or partner

A Message From Our Team

Congratulations on making it through to the final stage in the recruitment process for this role.
We wish you the best of luck on the day!

