

BUROHAPPOLD
ENGINEERING

INTERVIEW GUIDE

INTRODUCTION

Congratulations on being invited to an interview.

We've created this short guide so you know what to expect, and so you can prepare for your interview.

If you have any questions please contact the Recruitment Team.

Good luck.



These guidelines have been created as a digital document, however if you feel you would like to print out a copy, please try to print multiple pages per A4 sheet.



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WHAT ARE WE LOOKING FOR AT INTERVIEW?

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As well as technical capability, we look for behavioural, cultural and potential leadership fit.

In line with our Vision we are looking for...

- **high performance**
- **leading through technology**
- **collaboration**
- **agility / flex**
- **a winning attitude**



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INTERVIEW STRUCTURE

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Format

- we will introduce ourselves
- explain how the interview will be structured
- talk about what you hope to get out of the interview and what it is you're looking for

History

- we will ask you to talk us through your resume
- how did you get to where you are today?



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EXAMPLE INTERVIEW QUESTIONS

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Here's a selection of questions that you may be asked at interview with us:

High Performance

- tell me about a positive result and when you were pleased?
- tell me about your greatest success?
- what would success look like in your first 90 days with us?
- what types of challenges do you relish and not shy away from?

Leading Through Technology

- what does good work for a client (or internal stakeholder) mean to you?
- what does the role of consulting engineer mean to you, and why?

EXAMPLE

INTERVIEW QUESTIONS

- where do you see consulting engineering in 5-10 years?
- where do you see the role of engineering and design in society in the future?

Collaboration

- how does your relationship change with architects and designers, or varying internal stakeholders (business services / support)?
- at what point does a team member's performance need to be managed?
- When have you dealt with a difficult client/s? (clients could also be internal stakeholders or colleagues too)

EXAMPLE INTERVIEW QUESTIONS

Agility / Flex

- what does resilience mean to you?
- tell me when you had a negative result - how did you deal with it?
- when have you failed and what have you learnt?
- how do you manage conflicts and stress in the workplace?

'Winning' Attitude

- what does work winning mean to you?
- where do you see BuroHappold in the market?
- can you give an example of your personal impact on a successful bid or project win?

EXAMPLE INTERVIEW QUESTIONS

- can you give an example of how you have personally impacted project profitability?
- how would you represent BuroHappold in the market or in your professional network?

RECRUITMENT TEAM TOP TIPS

- be yourself
- a good interview is a two way conversation
 - we want to hear what you have to say and your questions
- prepare... there are some great tips, guides and videos online