ORACLE

Oracle Campus Recruiting

Assessment Centre Guide

Congratulations! If you are reading this document you have progressed to the next round of assessment. This is your opportunity to meet with the business in person and visit our offices (depending on location) to explore our environment and culture directly. This round of assessment involves multiple candidates, multiple assessors, multiple assessment exercises, and focuses on multiple skills and attributes we are looking for in our campus programs. This may sound daunting, but we have designed this guide to break down this process to help you prepare effectively. While this may sound like a complicated process, these facets translate to multiple opportunities for you to demonstrate your skills and abilities. It also affords you the time to meet with our staff and continue assessing our program and how it is aligned to your expectations. These exercises are structured and standardised across the firm to enable us to make the most valid hiring decisions possible.

Preparation

The key to strong performance is preparation. We assume that you will attend this round with a solid understanding of our firm, industry, and the role for which you have applied. You should prepare questions you are looking to have answered during the day, so that if we do offer you a role, you are able to confidently and quickly confirm whether you wish to join Oracle.

Before attending, we suggest you review your resume and past experiences, paying particular attention to situations that have been especially challenging.

We are not only interested in your academic performance and technical skills; remember that Oracle is a people business, so we will equally explore your interpersonal skills and would like to get to know you as an individual. We encourage you to focus less on what you think we are looking for and concentrate on being yourself and relaxing with your assessor.

Before attending, do take the time to consider what is important to you in an employer to explore that with us.

Structure

Assessment Centres commence with a candidate briefing, outlining the assessment exercises and schedule for the day. We also allocate time for coffee chats with our recent hires for you to ask questions of your peer group. This is in appreciation of the time you have invested in our process and not part of the assessment event. As such, assessments are kept to the formal exercises below.

Assessment centres vary by location but can include:

- One-to-one interviews
- Group exercises
- Individual presentations
- Recruiter one-to-one chats
- Office tours

One-to-one interviews

Your interviewers will introduce themselves, their roles, and outline why they are involved in the assessment process. They are likely to explain the format below and discuss your resume, which is provided to them in advance of the interview. Our interviews cover three main sections:

- **Motivational Questions:** Focus on your understanding of the role and your expectations. Exploring why you are interested in a particular division or role, and allowing us to understand you as an individual.

- **Technical Questions:** These questions are geared towards your knowledge of the division you have applied for and understanding of key technologies. We do not expect students to be experts, so if faced with a question for which you do not know the answer, be comfortable with reasoning aloud. We will be impressed with a student that states "I'm not sure but would approach this in the following way," rather

Create the **future** with us

than someone attempting to talk around the topic or simply stating "I don't know."

- **Competency Questions:** Focus on situations in your past that have actually occurred rather than hypotheticals or generalisations. By exploring your behaviour in past situations, we understand how you might react to similar situations upon joining our firm.

The following are important considerations:

- Refrain from using the same example repeatedly.

- Do not force a prepared answer to fit a question, rather take a moment to consider the most relevant example in your history.

- Do not shy away from questions with a negative connotation. Often past challenges can provide great examples of learning and growth.

- Be careful with speaking in a collective "we" when discussing team-based examples. If discussing a group situation, we need to understand what you personally did, said, and achieved.

These questions may often be posed in the S.TA.R. approach. Further information can be found at the "Preliminary Interview Guide" distributed in early rounds.

Individual presentations

You will need to prepare for a three to five minute presentation in front of multiple assessors. Depending on the topic assigned, you will analyse data and make a recommendation on a course of action, or answer a specific question which has been given to you. After your presentation, the assessors will ask questions about how you approached the exercise. Remember, we are not expecting you to be technical experts, the assessors are looking to explore your current ability and potential.

Group exercises

You will be required to work in small groups to solve a problem within time constraints. Before commencing we will provide you with details of the situation and necessary information to commence. Although the assessment is undertaken with up to five other candidates, only your personal contributions will be considered in our assessment, so it is important to

be actively involved. If you do not interact, we cannot assess you. Remember that these exercises look at many skills such as analysis and negotiation, so be sure to read the instructions carefully. There will be multiple assessors in the room, so disregard their presence and focus fully on the task at hand. Furthermore, understand that there are a variety of ways in which the group can approach a situation and therefore multiple correct outcomes.

Your questions

Throughout the day, your assessors will leave time for a few questions you may have for Oracle. We encourage you to focus on things of genuine importance to you, rather than questions you think will impress us. Any questions regarding final decisions, timeframes, and next steps can be addressed with your Recruiter. The assessors will not provide you with immediate feedback; this will be shared with you at the end of the process when decisions are communicated.

Final tips

- We want to understand you as a person, so be yourself and enjoy getting to know our team.
- Be conscious of your body language and facial expressions.
- Despite nerves, try to collect your thoughts before you speak. Take your time to answer questions and communicate concisely.
- If you are unsure of a question or instruction, do not be afraid to ask for clarification.
- Each assessment is not a pass or fail event. We look at your performance across all exercises before making a decision. Therefore even if you feel an assessment was not your best performance, put that aside and focus 100% on the next exercise.
- Try not to critique your performance throughout the day, often you are your harshest critic and this will distract you from the tasks at hand.

Oracle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, national origin, sexual orientation, gender identity, disability, and protected veterans status or any other characteristic protected by law.

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