

Oracle Campus Recruiting

Preliminary Interview Guide



Oracle conducts interviews to find out more about your motivations, past experiences, and qualifications. We are interested in how your skills and attributes would contribute to our firm and whether we're able to meet your future expectations. Our process is standardized and structured to ensure valid hiring decisions are made. You are likely to undertake several assessments, designed for you to explore our culture and assess Oracle, and for our firm to comprehensively understand you. We strive to make this process a "two-way" exchange and you should feel comfortable in asking questions to determine if we are the right organisation for you.

Our process

Our recruitment process involves several rounds of assessment, allowing a number of business representatives to understand candidates and make comprehensive decisions. From a candidate perspective, this enables you to broaden your contacts within Oracle, to ask staff of varying levels the questions of importance to you, and to make a confident decision on whether we are the right firm to join.

The assessment process is split into two phases: preliminary interviews and final round assessment. This document focuses on the preliminary interviewing rounds. During this phase, students undertake 1 to 2 interviews following the format listed below.

Preparing

Proper preparation is key to strong interview performance. There are many resources available on the technology industry and Oracle that will give you a background to our firm, such as the corporate website. We do not expect students to be experts in technology but we do expect that you have a sound understanding of our market and industry. Similarly, we expect you can articulate your understanding and expectations of our roles and to have considered the lines of business you have applied to.

Be aware of over preparing before an interview. Review your resume and the job description beforehand, considering anything that might be questioned. Reflect on your experiences to date, paying particular attention to challenging times as these are likely to provide the strongest examples. This review will enable you to quickly select the best examples to use when questions are asked. Resist the urge to determine in advance which examples to share, as you run the risk that although interesting, your responses may not be relevant to the topic at hand. Many students mistakenly believe firms are only interested in academic performance and technical skills. Please remember we are a people business employing over 130,000 talented individuals globally. Each one is an individual and we are interested in getting to know the real you through exploring things such as your passions and hobbies. Oracle seeks well rounded individuals, so focus less on what you think we want to hear, relax with your interviewer, and concentrate on being yourself.

In order to prepare, consider the following:

- What do I know about the company and division?
- What do I know about the role I am applying for?
- What skills/ experiences do I have that support my application?
- What achievements highlight my abilities and skills?
- What possible problem areas are there in my resume/ application? How can I address these in a positive manner?
- What questions would I like to ask in the interview?
- What impression would I like to give the interviewer?

Structure

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 (excluding India). 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 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 of 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.T.A.R. approach.

The S.T.A.R. approach

The S.T.A.R. approach is often a helpful tool for remembering how to structure your responses for a situational question in a concise manner:

- **Situation:** Give a short overview of the specific event or situation you are referencing. This can be from a previous job, classes, extracurricular activities, or volunteer work.
- **Task:** Outline what was needed to be achieved in this situation, what was the goal or need you were addressing.
- **Action:** Describe the particular actions you took to perform the tasks required. Be sure to note the reasons for your actions, challenges you faced, and specific skills you used to attain results.
- **Result:** Summarize the results achieved and briefly note any relevant key learnings.

Your questions

Your interviewer will leave time at the end of each interview to address your questions. Please leave these questions for the end, to ensure ample time has been spent exploring your application. Feel free to ask any questions of interest including personal experiences-which we are happy to share. Given you only have time for few questions in each session, we encourage you to focus on things of genuine importance to you, rather than questions you think will impress us. Any questions regarding the assessment process and next steps can be addressed with your Recruiter.

Final tips

- Your interviewer will guide you through your conversation. Be sure to follow their cues whilst trying to develop rapport.
- We know you may be nervous; try to collect your thoughts before you speak.
- Take your time to answer questions and communicate concisely.
- Speak clearly and at an appropriate volume and pace.
- Be genuine and enthusiastic.
- For video conference and in-person interviews, dress professionally.
- For phone interviews, book a quiet space to take the call with good mobile reception. Remember to ensure your phone is charged.

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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