

## Interview questions and suggestions



It will be essential to hold interviews to recruit your Further Education Football Activator as part of a fair and industry-like recruitment and selection process. This will provide invaluable experience for both the successful and unsuccessful candidate if conducted properly and with relevant feedback provided on the candidate's performance.

We recommend that you speak with your human resources (or other relevant) department for support regards this, including templates such as offer letters. It might be an idea to involve them in the interviews.

### Interview format

You may want to ask the candidate to do a short presentation (no more than 10 minutes is recommended) on a relevant topic to the role in your college. For example:

- Prepare a 10 minute presentation demonstrating how you will meet the outcomes on the role description for the Further Education Football Activator.
- Prepare a 10 minute presentation demonstrating how you will develop opportunities to be involved in football at the college.
- Prepare a 10 minute presentation demonstrating how you will creatively engage with young people who do not regularly participate in football and difficult to engage groups.



### Example questions

#### Competencies

##### Delivery:

- Can you give an example of when you have inspired others to participate in football?
- Can you give an example of when you have delivered against a target?
- Can you give an example of where you have had to be creative to achieve an outcome?

##### Motivation:

- Can you give an example of when you have been motivated to achieve a goal and how that motivation enabled you achieved it?

### Communication:

- Can you give an example of when you have had to get a key message across and how you managed to do that?

### Organisation:

- Can you give an example of when you have needed to be organised for the benefit of yourself and others?

### Teamwork:

- Can you give an example of when you have had to work as part of a team to achieve a common goal? How did you know you were successful?

### Technical

- How will you ensure that you are approachable to all when in the role?
- How will you ensure you are seen as a role model when in the role?
- How will you track your progress to ensure that you are meeting targets?
- What Football Association programmes will you be able to use in this role?
- What do you know about the current football provision at the college?
- What partner organisations do you think can help you achieve the outcomes of the Further Education Football Activator role?

### General

- Why have you applied for the role?
- What would you consider success to be in this role?
- What are your goals for after a year in the role?
- What challenges do you expect to face in the role?



The above are just suggestions, so tweak them and make them relevant for yourself. Again, your human resources department may be able to offer quality support.

Do remember to offer formal quality feedback to all candidates as this will be valuable evidence for those applying that they can revisit when applying for a job or higher education.