



Interviewing at BP

A guide for candidates.

The information in this guide will describe the interview process, explain what you can expect during an interview with BP, and provide you with tips on how to best prepare for your BP interview.

What is competency-based interviewing?

Why does BP use a competency-based approach?

What can I expect during the interview process?

How can I prepare for a competency-based interview?

What should I do during the interview?





What is competency-based interviewing?

BP uses competency-based interviewing to identify capable individuals who can contribute to BP's success. Competency-based interviewing focuses on how you have applied your skills and experiences to particular work situations. The interview questions are designed to elicit information about competencies that are linked to the essential functions of the role for which you are applying and are necessary to perform the role successfully.

Why does BP use a competency-based approach?

A competency-based interview process provides interviewers with a way to obtain information about skills (for example, communication, influencing, and networking skills) that are best explored during an in-person discussion. Gathering detailed information about these skills generally helps interviewers identify candidates who are more likely to be high performers.

What can I expect during the interview process?

Trained interviewers will conduct the BP interviews and guide you through the process. Typically, the interview process includes two one-hour interviews that are conducted by interviewers from the relevant project or programme. Additionally, the hiring manager usually participates in the final interview.

The interviewers will ask you a set of questions designed to measure the competencies important to the role for which you are applying. For each question, the interviewers will ask you to provide specific examples of how you responded to an actual situation or task. They may ask you additional questions to obtain clarifying information about the situation or task, your response to the situation, or the outcome of your actions.





How can I prepare for a competency-based interview?

One of the most useful approaches is to analyse how you have performed in your current and past roles against the competencies attached to the job description you have been provided. Before attending the interview, take some time to think about past examples of your work situations that are relevant to those competencies. By doing so, you should find it easier to provide relevant answers to the questions you will be asked, allowing you to better illustrate your strengths and experience. Questions you might ask yourself of your experiences:

- How would I describe the experience if I were asked about it?
- What were the challenges involved in this experience?
- How did I deal with those challenges?
- What was the result of how I dealt with this experience and its challenges?
- If I were to approach the situation again, what would I do differently?

What should I do during the interview?

You likely will be more successful in the interview if you:

- Relax and answer the questions honestly.
- Take time to think about a question before you answer it.
- Ask the interviewer for clarification if you don't understand a question.
- Answer the questions by using examples of your own past experiences within a workplace environment.

