



## Ambulance Victoria Recruitment & Selection Process Information Sheet

### What to expect at the Assessment Centre:

Ambulance Victoria has introduced a modern, best practice Assessment Centre to deliver a better experience for candidates and enable a more effective recruitment process.

The new structured assessment centre puts a stronger focus on the practical application capabilities through scenario-based assessment.

All candidates will have the opportunity to demonstrate their capabilities through a mix of formal and informal, group and one-on-one assessments.

At the Assessment Centre, candidates are allocated to groups which rotate through three activities. Each activity has a duration of approximately 60 minutes:

- ▶ **Question and Answer** - a presentation and question and answer session which will enable AV to clarify and finalise paperwork and candidates to obtain further information.
- ▶ **Group assessment** – a scenario-based session where individuals will have 10 minutes to review the information before coming together as a group to discuss and agree upon a solution.
- ▶ **Behavioural interview** – one-on-one interviews where individuals are assessed via behavioural interview questions using the STAR method.

### What is AV looking for in a Graduate Ambulance Paramedic?

- |  |                       |
|--|-----------------------|
| ✓ Focus on safety                          | ✓ Continuous learning |
| ✓ Effectively manages own work             | ✓ Adaptability        |
| ✓ Identifies issues and solves effectively | ✓ Professionalism     |
| ✓ Patient and customer focused             | ✓ Self-awareness      |
| ✓ Optimism and resilience                  | ✓ Collaboration       |
| ✓ Clear communication                      |                       |

### Reminders – on the day:

- ▶ Dress professionally as this is a job interview.
- ▶ Allow up to 3½ hours to complete your assessment centre.
- ▶ Consider travel and parking options, with information provided once your attendance has been confirmed.
- ▶ Water, tea and coffee available and there are bathroom facilities on site.
- ▶ **Please note, the Assessment Centre does not include the Medical/Physical Assessment. This will be scheduled as the next stage of the recruitment process.**

### Frequently Asked Questions

- ▶ **Why is Ambulance Victoria making/made changes to your paramedic recruitment process?**
- ▶ Our paramedic recruitment model has been redesigned to deliver a better experience for candidates and a more efficient process with better outcomes for AV. Already recognised as a leader for delivery of clinical outcomes for patients, we're working to improve the way we deliver services to patients and the way we support our people - from their recruitment, to engaging and maximising potential during their career with AV, through to their transition to retirement.
- ▶ **What will it mean for applicants?**
- ▶ There are several benefits for applicants from our new recruitment process. The most significant change is the introduction of a modern, best practice structured assessment centre that will improve the candidate experience. Creating a more efficient assessment centre, applicants will be advised of their progress through each step, providing greater clarity and certainty for applicants throughout the process.
- ▶ **Where will the Assessment Centre take place?**
- ▶ You will be advised of the location of your Assessment Centre when invited to attend. Assessment Centres will be conducted in Melbourne regularly.
- ▶ We are committed to offering positions based on merit. All staff involved in the assessment of applicants are required to complete Conflict of Interest declarations as part of our recruitment process.





Our recruitment process:

