



THE GRADUATE PROGRAM SELECTION PROCESS

The selection process allows you to learn more about us as we learn about you. It's an interactive process that includes online steps and face-to-face contact.

<p>1. ONLINE APPLICATION</p>	<p>Once applications open in your region, start your application at orica.com/graduate program/current opportunities</p> <p>You'll need to provide your contact information, education and work background, resume, cover letter and any other documents as needed by the region you're applying to.</p> <p>You'll also complete several short answer questions.</p>
<p>2. COGNITIVE ABILITIES ASSESSMENT</p>	<p>If successful, you'll be contacted to complete an online cognitive abilities assessment. The assessment is designed to highlight your ability to solve work-related problems and acquire new knowledge on the job.</p> <p>It includes questions that will assess your verbal and mathematical ability, reasoning, perception, memory, and problem solving. Questions may be formatted as multiple choice, sentence completion, short answer, or true-false.</p> <p>TIPS</p> <p>Practice tests may be available through various online assessment companies. When you do complete the assessment, ensure you're in a quiet place where you can concentrate uninterrupted and your internet connection is reliable.</p>
<p>3. BEHAVIOURAL INTERVIEW</p>	<p>If you proceed to the next stage you'll run through a series of interview questions, either virtually or face to face to discuss your skills, past performance and fit with Orica and the Orica Graduate Program. We believe past performance is a reliable predictor of how you will perform in the future. We'll ask questions that allow you to reflect on a past situation to give us an indication of how you might handle similar situations in the work place.</p> <p>It's also a great opportunity for you to get to know us more by asking your own questions.</p>

	<p>TIPS Successful candidates share specific past examples. If you don't have an example that directly relates to the question, acknowledge that and offer a related example.</p> <p>Be prepared to present the context of the situation, actions you took, the results from your actions and if appropriate your learnings from it. Examples can come from your past experiences across work, university, extra-curricular activities or volunteering.</p> <p>Keep the context brief – enough so the interviewer understands the situation.</p>
<p>4. ASSESSMENT CENTRE</p>	<p>If you proceed to the final stage, it's time to meet face to face.</p> <p>Participating in the Assessment Centre allows you to learn more about Orica and the graduate position you've applied for.</p> <p>The process allows you to demonstrate your skills in a number of different situations, both individually and in a team, which helps us understand how you might operate in the work environment. You are asked to engage in various activities during which assessors will observe and assess your performance.</p> <p>The process includes several elements:</p> <p>Assessments: Assessors review you against a set of competencies. Each exercise is designed to assess one or more of these areas. Interaction – meet with a variety of people including other candidates, the assessors, current graduates and wider staff. Information sessions – provide more detail about the organization and the roles available</p> <p>The Assessment Centre may be conducted on your university campus, at an Orica business location or a selected venue.</p> <p>TIPS Participate, participate, participate - The process is an opportunity to show your strengths and how you meet the criteria we're looking for.</p> <p>Be yourself – it's not a stage - you are not being assessed on what you know but on how you think. Show us who you really are. Relax and take your time - listen carefully to the instructions given to you at the start of the day and always read the information thoroughly. Ask questions - you are being measured, not against other candidates, but against certain criteria. Enjoy the experience!</p>