

Interview Question – Bricklayer

INTERVIEW - POSITION -CANDIDATE:.....

This information on this word document contains guidance on competence base interview question for an assistant site manager and site manager. We would recommend a use of a scoring scale of 1 to 4, with 1 being the unsatisfactory, 2 being satisfactory, 3 being good and 4 being outstanding.

Pre – Interview Checklist

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| -Introduce panel | -Confirm candidate's identity |
| -Confirm post being interviewed for | -Explain competency based interview structure |
| -Ask what they know of insert company name | -Explain opportunity for questions for candidate available at the end |

PRODUCTIVITY AND WORK ETHIC

- Based on your previous performance how many bricks can you lay in a day?
- What is more important quality or speed?
- Give me an example on what frustrate you on site?

REGULATORY, ENVIRONMENT & STANDARDS

- What type of duties have you performed in the role of bricklayer?
- Tell us about the skill set a bricklayer must possess to be able to work successfully in the role?

How do effectively prevent fire spreading in cavities?

HEALTH, SAFETY & ENVIRONMENT

Give me an example on how you overcome manual handling on site?

Give me an example of a time where health and safety has been comprised? What did you do?

If there was a piece of safety gear / equipment hindering your movements, what would you do?

Tell us about a time when you have had a safety issue in your job? What was it and what was the outcome? Did you learn anything?

What would you do if a co-worked wasn't taking the necessary safety precautions?

What safety precautions do you take when operating machinery?

How do you stay up to date when it comes to following established safety rules and regulations and maintain a safe and clean environment?

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SITE & PROJECT PLANNING
<ul style="list-style-type: none"> • What is the most challenging work that you have performed? Why was it challenging, what was the outcome and what did you learn? • At what stage are you happy to commence bricklayer on site?
PEOPLE MANAGEMENT (LEADERSHIP & MANAGEMENT) Motivates, develops, and directs others
<ul style="list-style-type: none"> • Describe an instance when you had to extricate yourself from a difficult situation. How did you do so? How did those involved react? • What is your experience in working within a team? If some goes wrong how do you handle this?
COMMUNICATION Effectively transfers information and expresses ideas to individuals or groups in oral and written form
<ul style="list-style-type: none"> • Describe how you raise a concern if something is not right on site? • Give me an example of a time you taught new information to an apprentice. What approach did you take, and why? • Tell me about a time when your active listening skills really paid off for you. Were you able to communicate these details to those who may have missed them?

Post – Interview Checklist

- Invite questions, Request current notice terms
- Explain post interview procedure, Thank candidate for attending