

Interview Questions – Roofer

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

- | | |
|--|---|
| -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 Actions reflect values and principles that distinguish right from wrong

- Based on your previous performance how long take you to put a roof on a 3-bed house?
- What is more important quality or speed?
- Give me an example on what frustrate you on site?

HEALTH, SAFETY & ENVIRONMENT Asserts owns ideas and persuades others to gain support and commitment

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

CONSTRUCTION QUALITY PROCESS To seek continuous improvements

- Tell me about an example that standards have not been good and what do you do about it?

SITE & PROJECT PLANNING Considers the relative costs and benefits of potential actions to choose the most appropriate ones

Interview Questions – Roofer

- What is the most challenging work that you have performed? Why was it challenging, what was the outcome and what did you learn?

PEOPLE MANAGEMENT (LEADERSHIP & MANAGEMENT) Motivates, develops, and directs others

- 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

- 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