



**Think about**  
**Competency-based interview**  
**Level 5 Operations/**  
**Departmental Manager v1.1**

**On the day of assessment, you will carry out:**



**A 60-minute competency-based interview**



**Face-to-face or remote**



**In a quiet room free from distractions or influence**



**With an end-point assessor**



**Key point**

You will be asked questions to assess your knowledge of all aspects of the standard.



## Do

- Review the criteria associated with the competency-based interview - this can be found in the EPA kit
- Use the planner to plan how you will evidence the skills you have that are associated with the competency-based interview
- Ensure a quiet room is available and that there are no interruptions
- Detail your real-life experiences and evidence-based practice
- Refer to relevant theories, models and tools that support your real-life experiences
- Give thorough, but succinct, answers to questions that reflect the level 5 standard



## Don't

- Forget to plan
- Forget to tell your colleagues that you are being assessed
- Forget that all questions must be answered in the time allocated for the assessment
- Be afraid to refer to the successes of your team that demonstrate your competency
- Be afraid to ask the end-point assessor to clarify questions if you don't understand them



### Next steps

- Results can take up to 12 days to be confirmed
- Your manager will inform you of the results



### Resits

- If you do not achieve a pass result on the direct observation you can resit the assessment



## Use the table below to plan and prepare for the competency-based interview

Unit title	Key points to remember	Covered during competency-based interview
Operational management		
Leading people		
Managing people		
Building relationships		
Communication		