Virtual Assessment Centre Guide
Welcome

Welcome to your virtual assessment centre with Thales! Congratulations on making it to this stage in our selection process, we’re really looking forward to meeting you virtually.

You have already shown us through your application and the game-based assessment that you have the natural strengths and motivations that we’re looking for. You are now at the last stage of the process before being offered a role with us.

Now here comes the fun bit (well we think so and so do 80% of those who have already been to one of our assessment centres).

Like all things in life, preparation is the key to success and this run down of the day will give you a helpful insight into your virtual assessment centre experience with us.
Assessment Centre Process

There will be plenty of well-needed breaks throughout the day!

Your half-day with us will consist of a number of different elements, all designed for us to observe your skills and competence. We’re not simply looking for technical knowledge; in the world of Early Careers we know that you’re not going to have lots of professional experience, we’re simply looking to see if you have the talent and motivations to succeed.

There will be two fun group activities in which we will get to see how you interact with others in a team environment. These are great opportunities for us to get to know you so don’t be shy in showing us your true authentic self! Please ensure you are dressed appropriately as your camera is required to be on throughout the process.

Competency Behaviour Interview

Although these may seem daunting don’t worry, our interviewers will do all they can to make your experience a positive one!

We highly recommend using the STAR technique to help you through the questions. This technique helps you to structure your answers effectively. Alongside this, have a think about why you applied for this role and why you think Thales is the best place for you to start your career. The Thales website and LinkedIn is the best place to start looking into what we do and how you can shape your career with us.
Technology
You can always count on it to cause challenges when you need it most!

Another recommendation is to always check your technology works before your assessment centre starts. We suggest using a laptop or PC for the assessment centre with a strong internet connection. You will be given various documents to look through as part of the assessment centre so it’s important to have the right technology available. If you are having technological issues, it’s not a problem (we have them from time-to-time too)! Just contact us and we’ll be on hand to assist you.

Thales Leadership Model
The aim of our leadership model is to attract and retain the Thales leaders of the future. Our leadership behaviours - ‘Leadership@Thales’ - are: Think Big, Make it Happen and Together. They will be used throughout your assessment with us.

Wishing you every success
We’ve had a great deal of success when it comes to our virtual assessment centres; 90% of candidates who came through our assessment centres felt they had a really positive experience - we hope you will feel the same too. We are always here to help, so if you do have any questions, please contact us on SuppEarlyCar@uk.thalesgroup.com.

Application Process
1. Application Submitted
2. Game Based Assessment
3. Assessment Centre (You are here)
4. Offer of Employment
5. Start at Thales