



PM&C Graduate Program

Reasonable Adjustments for Assessments

Our commitment to inclusion and diversity reflects the importance that we place in our people and creating a workplace culture where each and every one of us is valued and respected for our contribution. This means ensuring our recruitment processes and assessments are safe, accessible, inclusive, and held in an environment where you can perform at your best.

We want to know how we can ensure your participation in our processes meets your needs, but sometimes we don't always know how to assist or what is helpful for you. We also understand that if this is the first time you have participated in these recruitment processes, and that you may not be aware of the assistance you require. Below is some information on our assessments, and some past adjustments we have been able to put in place. If you think these adjustments could be helpful for you, or you need us to put something else in place, we encourage you to reach out and contact our team.

Our assessment process

The application and assessment process of candidates applying for the 2021 Graduate Program will include the following:

- Submission of an online application, including your resume with referee and academic transcript
- Online cognitive and situational judgment testing
- Online video interview
- Assessment centre consisting of:
 - Speed interviews
 - Written activity
 - Group task

Reasonable adjustments

Reasonable adjustments can be made upon request at any point in the recruitment process to enable you to participate in the process safely and productively. Reasonable adjustments may be required for any number of health or personal circumstances, and has particular relevance for people with disability. Below are some examples of past adjustments requested during the recruitment process:

Assessment	About	Adjustment
Online testing	Our online tests can be completed on either a mobile device, tablet or PC with no compatibility or functionality concerns. Online tests usually take 20-30 minutes and you are able to pause and resume at any point throughout the process.	<ul style="list-style-type: none"> • Additional time to complete tests • Frequent breaks • Increased text size • Task based questions as opposed to behavioural questions

Assessment	About	Adjustment
Online video interview	Our online video interviews can be completed on either a mobile device or PC with no compatibility or functionality concerns. Questions can be asked are either via video, audio or text. A practice question allows you to test the platform and become comfortable with the process. Time is given to prepare your answer before you recording and uploading your response.	<ul style="list-style-type: none"> • Additional time • Frequent breaks • Responses provided via a written format
Speed interviews	Interviews are conducted in a ‘speed dating’ style. All panel members sit within the same room and candidates rotate through panel members to provide timed answers to interview questions. This environment can often result in noise and sensory increases.	<ul style="list-style-type: none"> • Interview held in a different room • Questions provided 15 minutes in advance of meeting • Asking task-based questions only
Written activity	Candidates sit in a quiet room and are provided with a laptop and stimulus and are required to sit a timed written exercise.	<ul style="list-style-type: none"> • Speech-to-text software • Task completed in a separate room • Additional time provided
Group task	Small groups participate in a fast paced, challenging group activity that look at participant behaviours. During the group activity there will be noise, sight, sensory and visual increases.	<ul style="list-style-type: none"> • Detailed explanation of the activity prior to starting • Additional time for the group to complete the activity • Structured timeline of when candidates join in the activity