ICML
INSTITUTE FOR COMMUNICATION MANAGEMENT AND LEADERSHIP



LOCAL GOVERNMENT TRAINING

Interview Mastery for Council Panels

Run fair, consistent and effective panel interviews in a council setting.

WHO IT'S FOR

Council hiring managers and staff who sit on interview panels.

DURATION

3 hours, or tailored to your needs

FORMAT

On-site: we come to you, virtual or hybrid.

PARTICIPANTS WILL DEVELOP THE SKILLS TO

- Structure interviews so every candidate gets a fair go
- Write behavioural questions linked to the selection criteria
- Probe for evidence and take notes that stand up to review
- Score responses objectively against agreed criteria
- Spot and manage bias during the interview and panel discussion
- Run merit-based interviews that follow council policy

ABOUT THIS PROGRAM

Our interview panel training for councils helps panels make hiring decisions that stand up to review. Without a shared approach, panels drift into gut feel, candidates are asked different questions, notes are thin and scoring is inconsistent, so the strongest candidate is not always the one appointed. Participants learn to structure the interview, ask behavioural questions, probe for evidence, take clear notes and score against the selection criteria. They practise in the panel roles they hold, within your council's recruitment policy.

Tailored to your organisation

We build in your council's recruitment policy, selection criteria templates, values and diversity commitments, and the roles your panels recruit for, so the learning fits how your council hires.

Talk to us about this program

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Enquire online