Interview session guidelines

This interview simulation is the culmination of your work on building your own application this semester. During the 2 sessions, you will be either a candidate or a member of the jury (**random draw before starting the first interview**). As a candidate, you will be asked questions by the jury composed by students and the teacher in a 15-minute interview. As a member of the jury, you will ask questions to the candidates according to the collective work previously done.

While you are part of the audience, you will assess the quality of your peers' answers and behavior as candidates and jury (team). All students are evaluators.

The final grade will be divided between:
- 70 % of the mark given by the teacher;
- 30 % given by the average of the mark that every student gives to their peers.

All students should be evaluated. Please use the following form to give a score to each one of them. Make sure your marks are justified with comments. If no comments are provided, the student will be assessed by the teacher only.

40 pts	**The candidate** has a very professional attitude, looks at ease and confident. Uses adequate body language: ensures eye contact and smiles; is "correctly" dressed. Vocabulary is precise, concise and focused. Educational background is correctly described (with UK/US equivalences). Experiences are highlighted and skills enhanced with adequate and varied action verbs. Answers provided are short, appropriate and meaningful with concrete examples. Good knowledge of the company with specific references to the company and their needs. Clear pronunciation and grammar. **The recruiter** welcomes the candidate by presenting the company, the context and their needs; asks adapted questions according to the candidate's answers. Provides a qualified review of the candidates' assets as a conclusion.
30 pts	**The candidate** has a professional attitude but looks too relaxed and overconfident. Uses overall adequate body language (looks at their notes), the dress code could be improved... Vocabulary is relevant but repetitive. Answers provided are too the point but content can still be improved upon. The candidate has done some research but no clear references to the company. Pronunciation and grammar can be improved. **The recruiter** is professional but forgets to introduce the candidates, however fails to present the company, the context and their needs; the questions asked are too basic and do not match the candidates' answers. Provides a review of the candidates' assets as a conclusion but lacks precision.
20 pts	**The candidate** looks comfortable enough, describes own educational background and experiences in adequate terms. Answers provided are appropriate but are still vague, lack precision and concrete examples. Storytelling-like speech but appropriate body language. Good pronunciation and grammar. **The recruiter** presents the company but too briefly without any context; listens to the candidate but sticks to prepared questions which are not tailored to the candidate. Makes some effort to look at the candidates though.
10 pts	**The candidate** looks slightly uncomfortable or too relaxed but makes some efforts to be understandable. Vocabulary is not adequate enough, patterning speech and vocab on French. Answers provided are too vague, evasive. Could apply to any job ad or company. No real involvement. **The recruiter** starts the interview right away; does not take the candidate's answers into account.
0 pts	**The candidate** looks uncomfortable (or too relaxed), speaks uneasily about own background, work history and capacities. Uses inadequate vocabulary (patterned on French) and is hard to understand (no efforts provided on pronunciation). No involvement at all. **The recruiter** does not take the candidate's answers into account. No introduction, no context explained, no empathy whatsoever. Sticks to the notes. No eye contact at all.