Competency Questions:

1. Work under pressure

2. Work as part of a team OR achieved a successful outcome from teamwork

3. Deal with a difficult situation/person

4. Solve a problem/ faced a challenge

5. Persuaded others of your ideas/ disagreed with others ideas

6. Adapted your approach of working to suit other team members

7. Your biggest achievement so far and why/ a time when you achieved a goal

8. Your biggest regret

9. Describe your biggest strength and weakness

10. Describe one thing you liked the most about your previous job and one thing you hated and why

11. Describe a time when you had to take a risk

12. Describe a situation when you have been faced with change or had to obey a new rule/regulation/way of working that you didn't agree with

13. Describe a time when you've dealt with confrontation/group project where no one else agrees with your ideas

14. Describe your most memorable life experience

15. a time when you have lead a team

16. a time when you were disappointed or not satisfied with something you did

Personal Questions:

Tell me about yourself.

Why do you want to work for this company?

Why are you interested in this specific job role?

What are the challenges you think you may face in this role?

What sets you apart from other candidates?

* Work Ethic
* Adaptability
* Quick Learner

Technical Questions:

Can you explain what a normal distribution is?

A normal distribution occurs when all the data points are evenly positioned around the mean. This forms a perfect bell shaped curve which is centred at the mean and follows the empirical rule, has a skew of 0 and kurtosis of 3.

What is the empirical rule?

68% of the data falls within 1 standard deviation of the mean, 95% by 2 standard deviations and 99.7% by 3 standard deviations.

How does a regression work?

What is the difference between supervised, unsupervised and reinforced learning?

Supervised learning provides the algorithm with the indicator data and the resultant data and the computer must figure out the best logic to get the result from the indicator whereas in unsupervised learning the computer is provided with a dataset that it must group logically without knowing the actual result. Reinforced learning is when an agent acts upon an environment and if the agent does something good it gets a reward which encourages it to do it again.

What is selection bias?

Selection bias is when non-random samples are taken from a population leading to a conclusion that is biased towards the sample and not applicable to the entire population.

How would you approach solving a problem?

1. Understand the problem fully. Speak with people who are having the problem and observe for yourself.
2. Explore all the data you have at your disposal and become familiar with it. Perhaps further data will be required and needs to be sourced at this stage.
3. Prepare the data by imputing or removing missing values, detect outliers that may be mistakes and transform variables to create new features.
4. Fit the model with the remaining data, analyse the result and tweak the approach in an iterative process until the best possible outcome is achieved.
5. Validate the model using data that wasn’t used to fit the model.