**Deloitte.**

# Talent Acquisition – Campus Recruitments

Gearing up for the campus process!

Consulting Campus Recruitment, July 2019

# Contents

# Executive summary

## As a campus panelists, you are responsible for selecting the brightest and the best fit to be a part of Deloitte.

**After all, you are …**

• Our Brand Ambassadors!

• Creating the first impressions about Deloitte, in front of our future workforce!

**The purpose of this deck is to equip you with …**

• Knowledge about the different campus processes across school types

• The expectations from you as a campus hiring manager

• Sample interview questions, and trainings to deliver your best by inculcating the right skills!

Creating Strong
Brand Recall

Powerful Impact
and Perceptions

Acquire Next
Gen Talent

# Executive summary-Continued
## Types of Campus recruitments

We have three major campus types for recruitments...

| School type | Hiring level | Evaluation rounds |
|---|---|---|
| Under-Graduation School | Associate Analyst | Aptitude Test **>>** Case Study based Interview |
| Engineering School | Business Technology Analyst | Aptitude Test **>>** Just a Minute (JAM) **>>** Interview |
| Business School | Business Analyst Consultant | Resume Shortlisting **>>** Case Discussion **>>** Interview |

* Along with these, we have special schools (Economics, Statistics, actuarial, design schools etc.) that have interview rounds for   evaluation
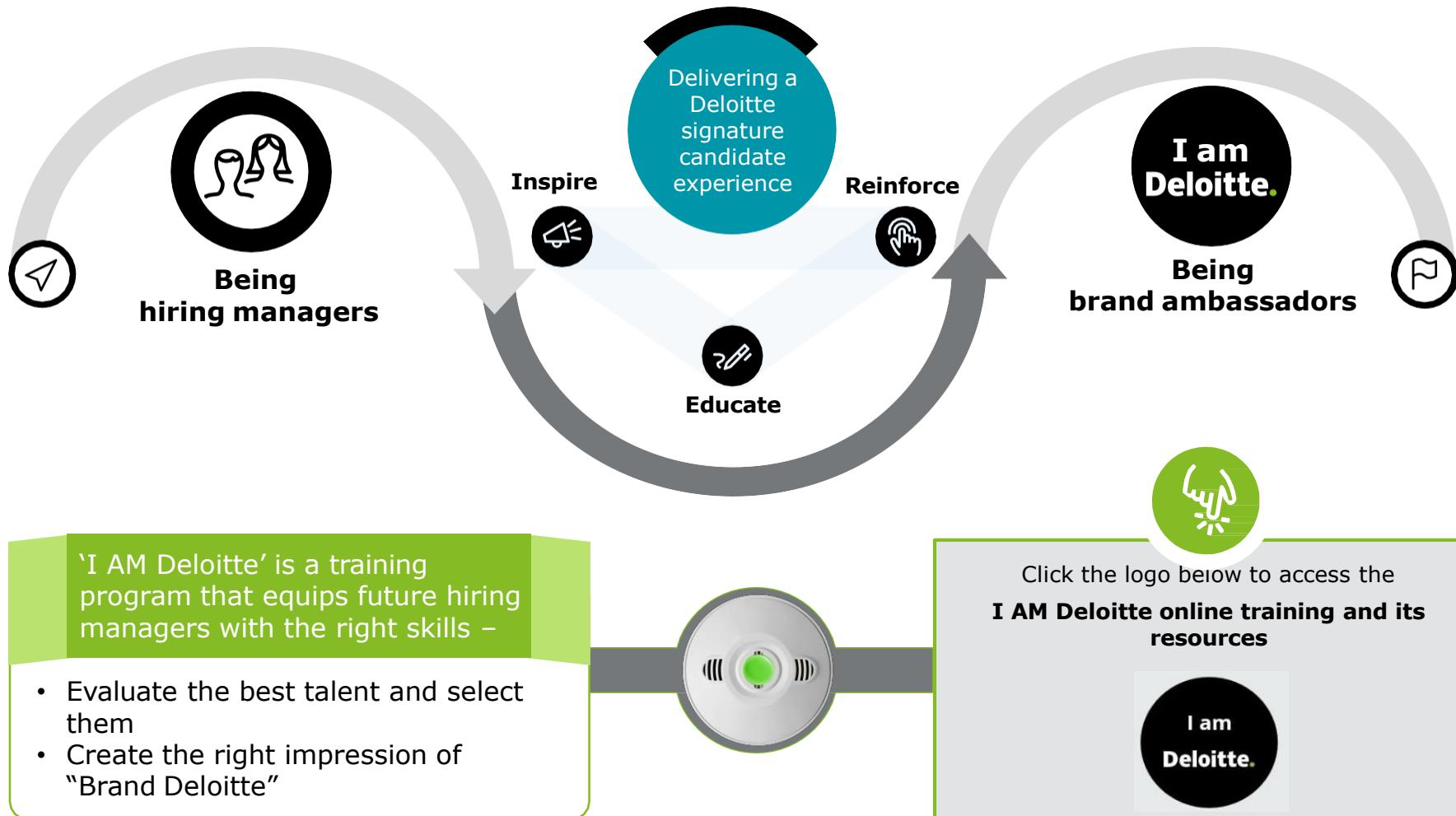
# I AM Deloitte

Be our brand ambassador on campus
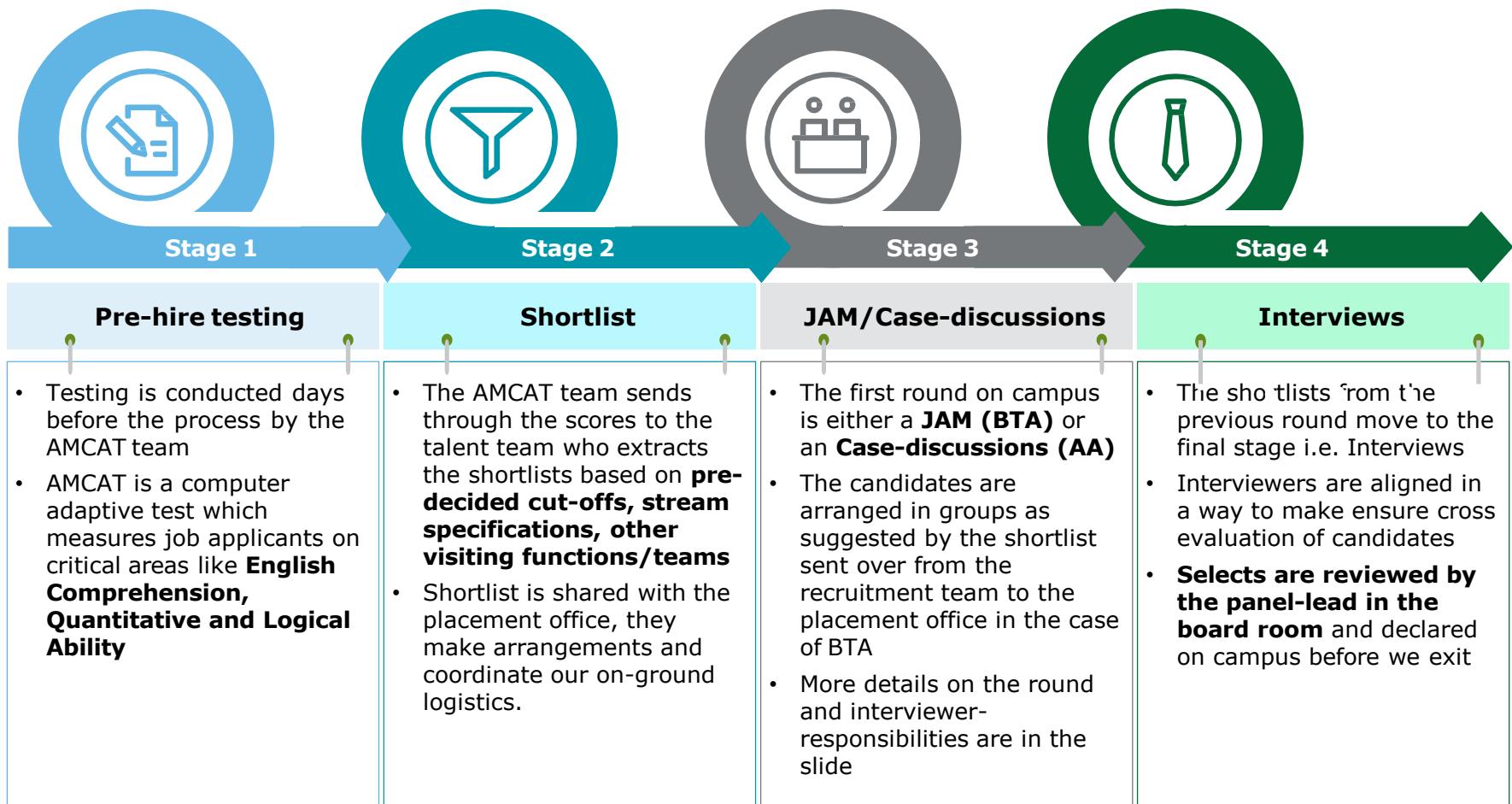
# Building brand ambassadors
## Why "I am Deloitte"

**Inspire**

Delivering a Deloitte signature candidate experience

**Reinforce**

**I am Deloitte.**

**Being hiring managers**

**Being brand ambassadors**

**Educate**

'I AM Deloitte' is a training program that equips future hiring managers with the right skills –

- Evaluate the best talent and select them
- Create the right impression of "Brand Deloitte"

Click the logo below to access the
**I AM Deloitte online training and its resources**

**I am Deloitte.**

# Candidate stages

| Stage 1 | Stage 2 | Stage 3 | Stage 4 |
|---------|---------|---------|---------|
| **Pre-hire testing** | **Shortlist** | **JAM/Case-discussions** | **Interviews** |
| • Testing is conducted days before the process by the AMCAT team<br><br>• AMCAT is a computer adaptive test which measures job applicants on critical areas like **English Comprehension, Quantitative and Logical Ability** | • The AMCAT team sends through the scores to the talent team who extracts the shortlists based on **pre-decided cut-offs, stream specifications, other visiting functions/teams**<br><br>• Shortlist is shared with the placement office, they make arrangements and coordinate our on-ground logistics. | • The first round on campus is either a **JAM (BTA)** or an **Case-discussions (AA)**<br><br>• The candidates are arranged in groups as suggested by the shortlist sent over from the recruitment team to the placement office in the case of BTA<br><br>• More details on the round and interviewer-responsibilities are in the slide | • The shortlists from the previous round move to the final stage i.e. Interviews<br><br>• Interviewers are aligned in a way to make ensure cross evaluation of candidates<br><br>• **Selects are reviewed by the panel-lead in the board room** and declared on campus before we exit |

# Just-A-Minute (JAM)

# Just a Minute (JAM) evaluations at Engineering campuses…

**Traits**

- Articulation
- Fluency
- Brevity

**Communication Skills**

- Ability to think on their feet
- Confidence, Body language, Awareness of issues

**What are the evaluation Rounds?**

**Just – A – Minute (JAM)**

- Shortlisted candidates are divided into groups of 12-15
- Panelist will have a list of 30-35 topics on Business, technology category– Each candidate has to pick a number attached to a topic
- Candidate gets 30 seconds to think >> followed by 1 minute of extempore on chosen topic
- Post topic selection, the candidate has 1 chance to select a different topic

**Interview Round**

- Candidates shortlisted in the group round moves on to the interview round

**Your role as a panelist for Just – A – Minute (JAM)**
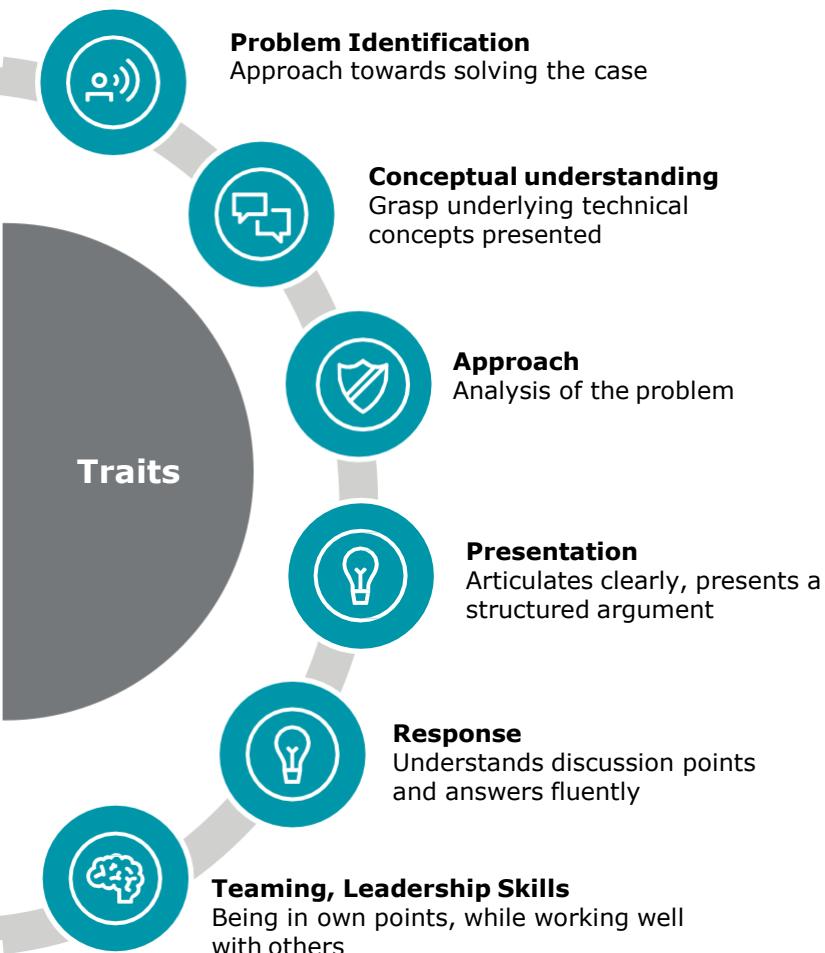
- **Observation & Evaluation:** Of candidate's performance across identified traits
- **Facilitation:** If you feel the need, ensure that you ask follow up questions
- The primary purpose of JAM is to **evaluate communication, and structured thought process** – and NOT knowledge on subject matter

Your role is that of an observer, facilitator and evaluator

# Case discussion & presentation

# Case discussion and presentation rounds at Business School recruitments…

## Traits

**Problem Identification**
Approach towards solving the case

**Conceptual understanding**
Grasp underlying technical concepts presented

**Approach**
Analysis of the problem

**Presentation**
Articulates clearly, presents a structured argument

**Response**
Understands discussion points and answers fluently

**Teaming, Leadership Skills**
Being in own points, while working well with others

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**How are B-School Students shortlisted?**
*Resume shortlisting basis past experience, accomplishments*

### What are the evaluation Rounds?

**Case Discussion**

- Shortlisted candidates are divided into groups of 8-10
- Each candidate is given a case to evaluate, and the group discusses on the best solutions to problems stated
- Post discussion, candidates create a flow chart and present the ideas to the panelist

**Interview Round**

- Candidates shortlisted in the group round move on to the interview round

Your role as an evaluator for **Case Discussion & Presentation**

- **Observation & Evaluation**: Of candidate's performance across identified traits – problem solving, rational thinking, teaming, communication etc.
- **Facilitation :** Ensuring decorum during discussion, ensuring that all participants contribute

Your role is that of an observer, facilitator and evaluator
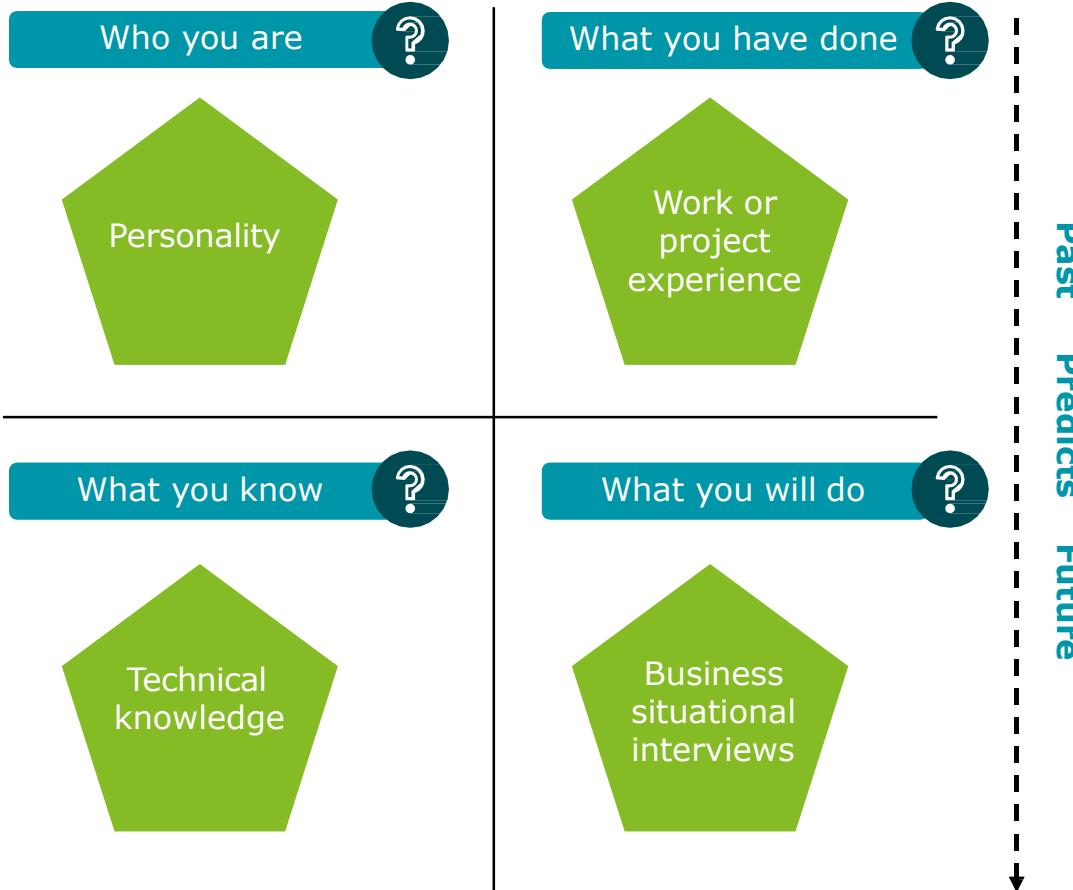
# **Interviewing**

(Generic & Case study based interviews)

# Best practices – Interviewing

**The interview process provides objective criteria for assessing candidates. It allows us to collect specific details about candidate's work and educational background, as well as understand the candidate's personality and cultural fitment for Deloitte**

| Who you are ❓ | What you have done ❓ |
|---|---|
| Personality | Work or project experience |
| What you know ❓ | What you will do ❓ |
| Technical knowledge | Business situational interviews |

**Past    Predicts    Future**

**Behavioral Event Interviewing (BEI)**

BEI is an interviewing method where interviewer gathers information about the history of an applicant as a means of predicting future performance

**Encourage candidates to use the STAR format while answering about a past situation:**

- **Situation/Task:** Brief overview of the situation/project they were handling

- **Approach:** A walk through of the key actions they demonstrated

- **Results:** The outcome—positive or negative—of the approach

# Under-graduate school process and interview samples

## AA Sample Questions

## AA – Case Based Interviews

### Personality

- Have you taken part in extra-curricular activities?
- Do you have plans for further studies?
- What is success for you?
- Why does this role interest you? why have you applied?
- Are there any kind of people you cannot work with?
- What's your area of expertise and what would you like to learn more about? Why?

### Situational Logic

- Tell me about a time you set a goal for yourself. How did you go about ensuring that you would meet your objective?
- Give me an example of a time you faced a conflict while working on a team. How did you handle that?
- Tell me about a time you failed. How did you deal with this situation?
- Tell me about a time you were under a lot of pressure. What was going on, and how did you get through it?

### Technical Knowledge

- Basic knowledge on technical languages such as C/C++/Java ( for all streams )
- Candidates ability to provide a logical thinking/flow to a technical question
- Software Development Life cycle
- A basic understanding of DBMS
- Additional technical expertise in SQL,HTML etc.

### Project experience

- Describe the project you worked on, the language used, the model structure and basic synopsis
- What would you do differently on the project in terms of a technical approach?

**What are the evaluation Rounds?**

**1. Aptitude test – ELQ**

**2. Case Based Interview**

Candidates receive a case to individually analyze, and are then interviewed by the panelist

**Your role as a panelist for Case based interviews :**

**The interview should have two parts –**

- **Resume** (past experience, projects, academics etc. based questions)
- **Case problem statement** related questions

**Your role is that of an observer, facilitator and evaluator**

# Engineering school – Interview samples

## BTA Sample Questions

### Personality

- Tell us something about yourself
- What's your greatest achievement?
- Are you an introvert or extrovert?
- What are your strengths and weaknesses?
- Where do you see yourself 5 years from now?
- What are your favorite mobile apps and why?

### Project experience

- Describe the project you've worked on
- On the same project, what are you most proud of?
- On the same project, what would you do differently?
- How did you do it? | What was your role?

### Technical Knowledge

- Question should be themed around Programming/Software Development, Data Structures, Computer Networks, DBMS (for students from a CS background)
- Application design, Code Development, unit testing can be probed into as well
- Awareness of emerging technologies like AI and Automation can be questioned (for students from a Mech., Chem. and Civil background)
- Where do you see emerging technologies being applied in your field of study? (for students from a Mech., Chem. and Civil background)
- Can you speak on Cloud or IOT or RPA? (Applicable to all streams)
- Which programming languages are you mostly familiar with?

### Situational Logic

- Guesstimate questions to evaluate approach – Eg. No. of droplets in a cola bottle, no. of balls that could fill up this room, no. of trees in their home town etc.
- Describe a time when you put your needs aside to help a co-worker or classmate understand a task. How did you assist him or her? What was the result?
- Describe a situation where you may need to work with a client or customer who was very different from you?
- How would you handle it if your employee wasn't meeting your expectations, or was performing below average?
- Give an example of an occasion when you used logic to solve a problem

# Additionally, here are some questions across competency traits
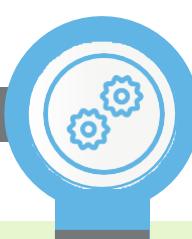
## Leadership
Teaming, commitment, creating vision, achieving results

- Tell me about the last time something significant didn't go according to plan during an assignment. What was your role? What was the outcome?
- Describe a situation where you needed to persuade someone to see things your way. What steps did you take? What were the results?
- Give me an example of a time when you felt you led by example. What did you do and how did others react?
- Tell me about the toughest decision you had to make in the last six months.
- Have you ever had to "sell" an idea to your friend/project partner or group? How did you do it? What were the results?

## Management
Execution focus, decision making

- Tell me about a time when you sought the views/opinions of others when making a decision/on a project?
- When was the last time you made a key decision on the spur of the moment? What was the reason and result?
- What is the riskiest decision you have made? What was the situation? What happened?
- Tell us about a time when you had to analyze information and make a recommendation. What kind of thought process did you go through? What was your reasoning behind your decision?
- Everyone has made some poor decisions or has done something that just did not turn out right. Has this happened to you? What happened?

## Service
Initiative, energy, negotiation

- Tell us about projects that you worked on, where you anticipated certain needs and took proactive steps to meet them?
- How have you managed stringent deadlines on a project?
- Describe the most challenging negotiation in which you were involved. What did you do? What were the results for you? What were the results for the other party?
- Tell us about the last time you had to negotiate with someone.
- What was the most difficult part?

# **Rekruto Application**

(Panelist Guide)

# Panelist Welcome email



Welcome to **Rekruto!**

Hi Panelist,

You are a part of the panel now.
Please click on the link below and login with your official email address.

https://rekruto-developer-edition.na72.force.com/RKT_LoginPage

Thank You.

Each panelist will get a welcome email.

Please click on the link given in the email to go to the login page

# Panelist Login Page

**Login**

Use Deloitte emailId as username →

ankuragarwal8@deloitte.com

Password ← Leave Password blank for the first time login. Click LOG IN button below

**LOG IN**

# Panelist Login Page – Set Password

**Login**

ankuragarwal8@deloitte.com
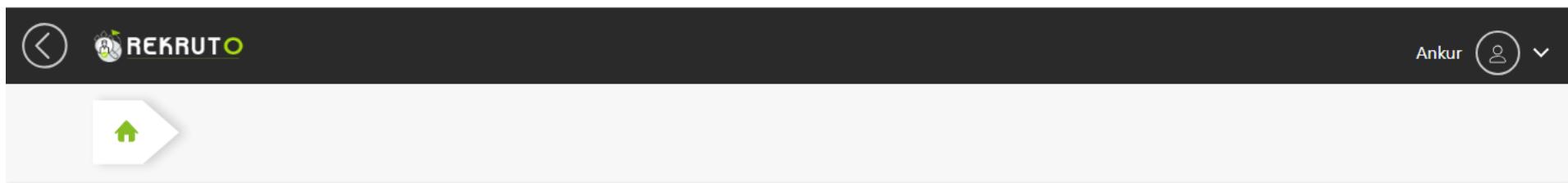
Set Password

Confirm Password

LOG IN

Set the password of your choice

Confirm your password

# Panelist Dashboard - Homepage

**REKRUTO**

Ankur

## Assigned Rounds

### r1 · JAM

Floor:                 Room:
P.O.C:

Total Candidates: 5

### round 2 PI · PI

Floor:                 Room:
P.O.C:

Total Candidates: 1

Rounds not yet started will be displayed in disabled state

Rounds started will be displayed in enabled state.
Click on the card to view details

# Panelist JAM Round – Candidate List

# Panelist JAM Round – Select Candidate

# Panelist JAM Round – Evaluation form



**Evaluation**

**PRESENCE**
The state or fact of existing, occouring, or being present

**RELEVANCE**
The quality or state of being closely connected or appropriate.

**ARTICULATION**
The formation of clear and distinct sounds in speech.

**STORYBOARDING**
The formation of clear and distinct sounds in speech.

Score the candidate Between 1 to 5
*1 being lowest and 5 being highest*

**COMMENTS**

Must win candidate

Provide comments

**SELECTED FOR NEXT ROUND**

YES     MAYBE     NO

Mark the selection status

Click Save to complete evaluation

Note Please provide the scores where 1 being the lowest and 5 highest

CANCEL     SAVE

# Panelist PI Round – Evaluation form

Evaluation

| NAME |
|---|
| Ankur Agarwal |

Score the candidate on different parameters
Between 1 to 4
*(1 being lowest and 4 being highest)*

**COMMUNICATION**

*(Articulation, Professional Vocabulary, Pronunciation)*

[ 1 ] [ 2 ] [ 3 ] [ 4 ]

**Comments:**

Please provide your valuable comments for this candidate.

Note: 1 – Needs Significant Development, 2 – Needs some development, 3 – Capable & Effective, 4 – Clear Strength

**LOGICAL ABILITY**

*(Can understand problem, break it down into actionable items)*

[ 1 ] [ 2 ] [ 3 ] [ 4 ]

**Comments:**

Provide comments →

Please provide your valuable comments for this candidate.

Note: 1 – Needs Significant Development, 2 – Needs some development, 3 – Capable & Effective, 4 – Clear Strength

— INTERVIEW SUMMARY

What Stood out for this candidates? *

**OVERALL RATING**

[ 1 ] [ 2 ] [ 3 ] [ 4 ]

Note: 1 being the lowest and 4 highest

**FINAL RECOMMENDATION**

[ NO FURTHER INTEREST ] [ CONTINUE INTERVIEW ] [ EXTEND OFFER ]

Provide Overall rating

Mark the selection status

Click Save to complete evaluation

CANCEL  SAVE

# Deloitte.