

<b>Candidate Name</b>			
<b>Interviewer Name</b>		<b>SID</b>	
<b>Program / Role Type</b>	<b>SOFTWARE ENGINEER or INFRASTRUCTURE ENGINEER (Select one)</b>		
<b>Date</b>			
<b>Assessment Type</b>	<b>FIRST ROUND INTERVIEW</b>		

**Rating Scale:** Please highlight a rating of E, M+, M, M-, N or Not Tested

<b>CAREER MOTIVATION</b>	E	M+	M	M-	N	Not Tested
PARTNERSHIP	E	M+	M	M-	N	Not Tested
<b>COMMUNICATION</b>	E	M+	M	M-	N	Not Tested
<b>ANALYTICAL THINKING</b>	E	M+	M	M-	N	Not Tested
<b>TECHNICAL SKILLS</b>	E	M+	M	M-	N	Not Tested
INTEGRITY & CONDUCT	E	M+	M	M-	N	Not Tested
MOTIVATION TO DEVELOP	E	M+	M	M-	N	Not Tested
COMMERCIAL ACUMEN	E	M+	M	M-	N	Not Tested
<b>DRIVE FOR EXCELLENCE</b>	E	M+	M	M-	N	Not Tested
<b>OVERALL RATING</b>	E	M+	M	M-	N	Not Tested

#### OVERALL SUMMARY & HIRING RECOMMENDATION

Please summarize the feedback which supports your overall recommendation:

Within your business/program, which specific area would you recommend this candidate be suited to?

Would you recommend this candidate for another program, region or location? If so, which?

Would you recommend that this candidate progress to final round?

YES

NO

## INTERVIEW GUIDANCE

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### Interview Structure:

- **2 Minutes** Introduction and explain the interview structure
- **35 Minutes** Ask competency based questions
- **3 Minutes** Candidate questions
- **5 Minutes** Complete ratings, summary and recommendations

### Introduction (2 Minutes)

- Introduce yourself, your role and your team within J.P. Morgan
- Explain the format of the interview (about 45 minutes) covering four core competencies:

#### 1. Career Motivation

#### 2. Analytic Thinking

#### 3. Technical Skills

#### 4. Drive for Excellence

#### 5. Communication

- Advise them that they can answer questions drawing on a variety of examples from all areas of their life including work experience, education, hobbies and various other extracurricular activities like Duke of Edinburgh, cadets, sport etc.
- Let them know that they will have the opportunity to ask questions at the end of the interview.
- Advise that you may be taking notes during the interview.
- Let them know that time is tight, and you may therefore be moving them on to the next question. This is to ensure that you get as much evidence as possible. Check if they have any immediate questions.

### Interview (35 minutes)

- There are multiple questions for each competency; **you are required to ask a number of questions from each competency; the number required is indicated next to the competency questions.** This is to ensure adequate evidence is obtained to provide a fair rating for each candidate.
- Under each competency heading, we have provided a summary of positive and negative evidence that we expect candidates to demonstrate in their answers. This should provide guidance for you when completing the competency ratings at the end of the interview.

### Candidate's Questions & Close (3 Minutes)

- Allow the candidate time to ask questions (please defer the candidate to Graduate Recruitment if you are unsure of the answer to any questions).
- Thank the candidate for their time.

**Complete Candidate Summary & Hiring Recommendation (5 minutes)**

- You are required to rate the candidate on each competency assessed and provide an overall summary and hiring recommendation.
  - You are also required to recommend an area within your LoB that you believe the candidate would be suited to.
  - You should be prepared to discuss a summary of competency based feedback for the candidate/s you interviewed during the debrief session with Graduate Recruitment.
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## CAREER MOTIVATION (WORKING IN TECHNOLOGY) (ALL QUESTIONS)

Positive Behaviours	Negative Behaviours
Candidate is expected to demonstrate hunger, motivation and enthusiasm for wanting to join the firm and this business	Candidate lacks clarity about why they want to work for the firm, or for a financial services organisation
Candidate has realistic expectations of the role	Candidate lacks the understanding and the skills required for an analyst level role

**Question 1:** Why have you applied for this role at J.P. Morgan?

**Question 2:** What do you think would be your main tasks as a Technology Analyst at J.P. Morgan?

**Question 3:** What's been your favourite technical project and exercise, and why?

**Question 4:** What's the most interesting technology innovation you've seen in the last 6 months? What interests you about it?

## ANALYTICAL THINKING (2 QUESTIONS)

Positive Behaviours	Negative Behaviours
Candidate demonstrates an organised and methodical approach	Candidates approach is illogical or disorganised
Candidate applies sound logical reasoning whilst being aware of limitations	Candidate loses sight of the broader context and focuses on unnecessary detail
Candidate is able to critically evaluate data and effectively manipulate and analyse information to arrive at accurate and sensible conclusions.	Candidate fails to question and critically evaluate assumptions

**Question 1:** Describe a situation when you anticipated a problem. What, if anything, did you do about it?

**Question 2:** Give me an example of when you have had to analyse a lot of complex data/information and present it to others.

**Question 3:** Tell me about a time when you conducted some analysis that produced a result that you were not expecting.

## TECHNICAL SKILLS (ALL QUESTIONS)

Positive Behaviours	Negative Behaviours
Works through their questions logically considering the risks and benefits that may be involved	Candidate approach is illogical or disorganized
Candidate demonstrates a clear understanding of technology	Candidate fails to answer question
Demonstrates a keen interest in Technology outside of their academic studies	

**Question 1:** How would you describe your level of programming experience? What languages have you used?

**Question 2:** Which programming language haven't you used yet that you would like to try, and why?

**Question 3:** I have a collection of users I need to look up by ID. What kind of data structure could I use to achieve this? Why is this better than a List/Set/whatever?

**Question 4:** If you were testing the functionality of a new mobile phone/laptop/tablet but didn't have time to test everything, how would you decide what to test? What do you think is the most important function?

**Question 5:** What is Cloud Computing? What are the benefits and potential downsides of running an application on a Cloud provider like AWS?

## DRIVE FOR EXCELLENCE (2 QUESTIONS)

Positive Behaviours	Negative Behaviours
Candidate takes personal pride in delivering the highest standards, overcomes obstacles and demonstrates excellent attention to detail	Candidate demonstrates little or no pride in accuracy and attention to detail and lacks discipline to see things through
Candidate demonstrates a strong work ethic, is committed and shows a real drive to push and deliver	Candidate is unable to plan and prioritise effectively often putting personal interests ahead of high priority commitments

**Question 1:** Tell me about a challenging piece of work you have done where high quality was very important.

**Question 2:** Give an example where you have used your initiative to deliver above and beyond what was asked of you?

**Question 3:** Tell me about a time when it was particularly important to be precise and accurate when completing a task.

**Question 4:** Describe a time in which you have had to put personal interests to one side in order to deliver a high quality result.

**Question 5:** What does exceptional client service mean to you? How can J.P. Morgan set itself apart from its competitors?

**Question 6:** If you were on the Operating Committee, in your opinion what would be the most important issue to address? (Improving our systems and technology, stronger focus on financial discipline, more rigorous oversight etc)

**PLEASE ENSURE YOU COMPLETE THE SCORING, SUMMARY AND  
PROGRESSION RECOMMENDATION ON THE COVER SHEET**