



JLR

YOUR JLR CANDIDATE ASSESSMENT
CENTRE INFORMATION

Congratulations on progressing to the assessment centre stage of your application and thank you for considering JLR.

We are on a journey, and we are looking for people like you to redefine what's possible today, for the vehicles of tomorrow.

This guidance will cover what you can expect from your virtual assessment centre experience to help you prepare and do your best on the day.

ARRIVE AS YOU ARE. ACHIEVE THE EXCEPTIONAL.

Imagine a career shaped by passion. Achievements driven by innovation. And growth without limitation. Now imagine an environment that allows you the freedom, opportunity and flexibility to achieve your ambitions and create a better future.

We're evolving the world of modern luxury. Creating vehicles that are era-defining across distinct brands with profound cultural influence worldwide. Range Rover. Discovery. Defender. Jaguar. We're embracing our modernist design philosophy and delivering a more sustainable planet.

To do this takes diverse skills and a collective purpose. It takes desire and curiosity. It takes you.

Your journey starts here.



SHAPING OUR FUTURE

We are reimagining the future of modern luxury by design. We have always been at the forefront of technologies and design in luxury vehicles, and we intend to continue.

Our brands are steeped in a rich tapestry of timeless designs that resonate with people, creating an emotional attachment that is truly unique on the global stage.

JLR has been a wholly owned subsidiary of Tata Motors, in which Tata Sons is the largest shareholder, since 2008.

Together, with our talented, passionate people here in the UK, China, India, Slovakia and across the globe, we have all the ingredients at our disposal, to reimagine the business and the experiences our customers seek. We will define what modern luxury means in the world of tomorrow, driven by sustainability.

We will become a more agile creator of the world's most desirable luxury vehicles and services for the most discerning of customers. A strategy that is designed to create a new benchmark in environmental, societal and community impact for a luxury business.

We have all the ingredients to define what modern luxury means in the world of tomorrow.

OUR REIMAGINE STRATEGY

JLR's Reimagine strategy aims to deliver a sustainability rich vision of modern luxury by design. We are transforming our business with the aim to become carbon net zero across our supply chain, products, and operations by 2039.

Electrification is central to our strategy and before the end of the decade our brands will each have a pure electric model, while Jaguar will be entirely electric.

The flexibility of our world-leading powertrain technologies means we can continue to offer hybrid and Internal Combustion Engines (ICE) vehicles in our ranges as we begin to roll out full Battery Electric Vehicle (BEV) options, to match demand in the global transition to electric.

Reimagine is brought to life by our four pillars; sustainability, enterprise, modern luxury and leadership.

You can learn more about these pillars here - [REIMAGINE | JLR Corporate Website](#)

At heart we are a British company, with two design and engineering sites, two vehicle manufacturing facilities, a components and finishing facility, an electric propulsion manufacturing centre, and a battery assembly centre in the UK. We also have vehicle plants in China (joint venture), Slovakia, India, and Brazil, as well as seven technology hubs across the globe.

JLR is a wholly owned subsidiary of Tata Motors Limited, part of Tata Sons.

You can learn more JLR's Reimagine strategy and our four unique brands by visiting our [Media Centre](#).

YOUR ASSESSMENT CENTRE - WHAT TO EXPECT

Your assessment centre will be a virtual experience which will last for approximately two hours. Your invitation will stipulate the date and times of your assessment centre which will take place on Microsoft Teams. You should make every effort to attend, however if you have any concerns about this you should contact us as soon as possible at ec-assessment@jaguarlandrover.com

Your virtual assessment centre will cover three areas (you will have a registration at the start and a break in between the presentation and interview):

PRESENTATION EXERCISE - 45 MINUTES

You will develop a presentation in advance of your assessment centre which you will then present on the day. Your presentation topic can be found in the section below. After you've finished presenting, you will be asked questions by your assessor on what you've delivered.

MOTIVATIONAL & SCENARIO-BASED INTERVIEW - 45 MINUTES

You will answer motivational fit and future-focused scenario-based questions aligned to JLR and the role that you have applied to.

You will be assessed by different assessors for each exercise, on a one-to-one basis, who will be looking for your motivation and alignment to JLR's values, which we call the Creators' Code.

YOUR ASSESSMENT CENTRE - IN DETAIL

The below outlines key information which will help you prepare for the presentation and interview tasks.

PRESENTATION

The presentation exercise is designed to assess your awareness of JLR and the role you are applying to, as well as how you align to JLR's values. We use a range of questions for our presentation topics. Your chosen topic can be found in the gray box below.

For this exercise, we would like you to do some research into our business and our plans for the future. This is called our Reimagine strategy. Have a look through the information in the links below and do any other research that you want and consider what you think our future strategy is; the challenges we might face; and how you think as an apprentice with JLR you could make an impact on the business and ultimately for our customers.

Things to note

- Your presentation exercise will be delivered to a single assessor via a Microsoft Teams meeting.
- You will have 10 minutes to deliver your presentation, via screen share. If you are unable to share your presentation on the day, you will be asked to forward it to the recruitment team who will share it with your assessor.
- You will then have up to 25 minutes of questions from your assessor.
- In your presentation you should focus on your academic studies to date, your interests and why you believe you have the potential to succeed and make an impact in your chosen role at JLR.
- You can format your presentation in any way you like to address the topic you have been given. If you decide to use a PowerPoint presentation, we would suggest anywhere between 4-6 slides would be enough.
- Feel free to express your creativity in this exercise.

We understand that you will be nervous. Take the time to consider how you will present your presentation on the day. We would encourage you to speak clearly and confidently. You are welcome to use notes to support your presentation, although we would advise against a script.

If this will be your first time presenting on Microsoft Teams, we would advise you to practise with friends or family so that you have a familiarity with the platform. This will help you to feel more comfortable on the day.

Here are some useful links to help you prepare:

[REIMAGINE | JLR Corporate Website](#)

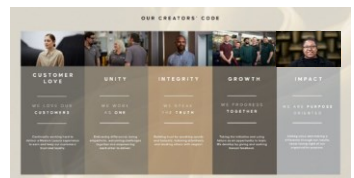
[OUR PURPOSE | JLR Corporate Website \(jaguarlandrover.com\)](#)

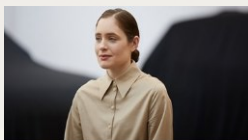
[Present from Powerpoint in Microsoft Teams](#)

MOTIVATION & SCENARIO-BASED INTERVIEW

The motivational fit & future-focused scenario interview is where you will be asked questions to explore your motivation for the role and why you chose JLR. We will then follow on with questions which present you with a scenario that you may encounter when you're in your role asking you how you would respond. Our friendly assessors will be seeking to understand your motivation for JLR and the role you have applied to, as well as your alignment to JLR's core values called the Creators' Code.

Don't be daunted by this stage of the process – it is simply a conversation. We encourage you to think about examples which could be useful to explain your alignment to the Creators' Code in advance. These examples don't need to be directly related to the role that you have applied to – you could use examples from part-time work, school or university, voluntary roles or anything else you feel would be relevant. You can learn more about our Creators' Code opposite;





CUSTOMER LOVE

WE LOVE OUR CUSTOMERS

- always questioning how what I'm doing will benefit and improve the modern luxury experience for our customers
- seeking customers' insight to understand how I might improve what I'm doing
- taking real pride in the quality of my work, wanting to do the right thing for our customers
- using data to inform decisions, which combined with my creativity, enriches our customers' experience



UNITY

WE WORK AS ONE

- helping others feel they belong, speaking up for them, and creating a fun, welcoming, collaborative environment for all
- consistently seeking different opinions and testing ideas to help shape my thinking and actions
- seeking to understand the broader context and having an enterprise mindset, working together towards a common goal
- respecting decisions once made and making time to help my colleagues deliver what has been agreed



INTEGRITY

WE SPEAK THE TRUTH

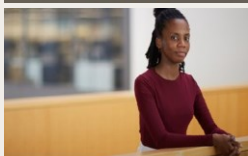
- being constructively courageous and known for speaking openly and honestly, always quick to admit mistakes
- being kind and respectful of others, regardless of how they may differ from me in thought, background or status
- being authentic and only saying things about fellow colleagues that I would say to their face
- giving people the space to speak and listening to better understand and build trust



GROWTH

WE PROGRESS TOGETHER

- regularly asking for feedback to learn and progress, as well as supporting others in their development
- being open-minded and willing to experiment, iterate and progress
- being ever-curious, asking questions, and learning quickly with enthusiasm
- seeking to understand our external customers, business, industry, strategy, markets, technologies and each other



IMPACT

WE ARE PURPOSE ORIENTED

- focusing on achieving great results and recognising that how I get there is just as important as what I achieve
- taking responsibility for delivering outcomes on time, to quality and cost by prioritising and planning effectively
- being determined to make a difference, to always be and do better and keep going in the face of setbacks
- identifying improvements and generating new ideas to deliver better results for the business and our customers

During the assessment centre, the assessors will be making notes and so, at certain points, they may not be looking at you, but they will be listening to everything you say.

It's OK to pause and think about an answer at any point during the interview. You can also ask for the question to be repeated if you require clarification or didn't hear any part of it.

As part of the interview, we use future focused questions to explore your problem-solving skills, your adaptability and overall potential for the role. If you have a specific example to the question being asked you can draw on this to help you answer.

Top tip: Always remember to focus on you. The examples you use may involve you working in a group, but remember to draw out your involvement throughout your explanation.

Watch our [video](#) to learn more about how this is done

EMPLOYABILITY HUB

If you've not done so already, make sure to check out our Employability Hub linked below. This contains more information to support your preparation for the assessment centre, including top tips from our recruitment team and people currently on programme with us, videos on how to use the STAR methodology and more. - [Employability Hub - JLR Careers \(jaguarlandrovercareers.com\)](https://www.jaguarlandrovercareers.com)

“

“My top tip is to find a quiet place where you can perform most effectively. Whether that's at home or in the library, find yourself a space where you're not going to be interrupted, you've got a good WiFi connection, and you can really focus yourself on the tasks ahead.”

Sam, Early Careers Recruitment Lead

”



DIVERSITY AND INCLUSION

At JLR, we are passionate about our people. They are at the heart of our business. We are committed to fostering a diverse, inclusive culture that is representative of the society in which we live; a culture in which every one of our employees can bring their authentic self to work and reach their full potential.

If you require reasonable adjustments for your assessment centre, please be sure to email our supportive team at **ec-assessment@jaguarlandrover.com**. We are on-hand to support you in whatever way you need the support, so please do indicate in what ways we can adapt our process to support your needs.

For more information on diversity, equity and inclusion at JLR you can visit our website here - **[Our offer - Diversity and Inclusion - JLR Careers \(jaguarlandrovercareers.com\)](#)**

AFTER THE ASSESSMENT CENTRE

We will try to get back to you as soon as possible with a decision, this is usually within two weeks of the assessment. Feedback will be provided by us; you will be notified either way – this is the last stage of the process.

If you feel that anything covered within this guide presents a challenge to you, or if you require reasonable adjustments making for any elements of the assessment, please contact us as soon as possible at **ec-assessment@jaguarlandrover.com**. Our team are on hand to support you.

Upon completion of the assessment centre, we will send you an email link to a survey where you can provide us with feedback about your experiences. Your feedback is very important to us so please do take the time to complete the survey which will help us to make improvements in the future.

We hope you enjoy the experience and wish you the best of luck for your assessment!

