



# Prepare for **SUCCESS**

Candidate interview guide

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**Omantel**

# A reminder of our recruitment process

Step  
**one**

## Application

Complete the online application form and submit your resume.

Step  
**two**

## Screening

Candidates are screened internally and shortlisted.

Step  
**three**

## Initial Interview

We use a combination of behavioural-based and situational interviews to get to know you – the real you.

Step  
**four**

## Assessment

We use an online assessment tool to measure skills and abilities that generally do not emerge from interviews

Step  
**five**

## Final Interview

If you are called back, we will ask more in-depth questions about you and your skills.

Step  
**six**

## Offer

Congratulations! You've proven you have a lot to offer. We look forward to welcoming you to Omantel.

## Preparing for an interview

"You never have a second chance to make a first impression."

### Know the Company

- Company history
- Corporate values
- Industry
- Locations
- Products / services
- Customers
- Competitors

### Know the Position

- What business area is this role part of?
- Key skills required?
- Team role or individual?
- Position objective?
- Who manages the position and what is their role?

### Know Yourself

- Your CV
- Your strengths and development areas
- Be clear on your experience
- Prepare examples
- Know why you deserve the job

### Top tips

- Be on time.
- Ensure the you are appropriately dressed.
- Make eye contact with the person who greets you.
- Be confident in your greeting.
- Smile.

# Examples of interview questions

At Omantel, we use a combination of behavioural and competency based questions to help you prepare. We also want to get to know you better.

## Getting to know you question examples

- Tell me about yourself?  
Why do you want to work here?
- What interests you about this position?
- Where do you see yourself in five years?
- What are your biggest accomplishments?
- What are your strength and development areas?

## Behavioural / competency based question examples



### Adaptability

Tell us about the biggest change that you had to deal with. How did you cope with it?



### Communication

Tell us about a situation where your communication skills made a difference to a situation?



### Flexibility

Describe a situation in where you had to change your approach halfway through a project or task following new input into the project.



### Teamwork

Describe a situation in which you were a member of a team. How did you contribute?

### Reflection

What did you learn from this situation?

### Situation

Outline the situation and who was involved.

## The STARR Method

Is a great way to help structure your responses to competency based interview questions

### Results

What was the outcome of what you did?

### Task

What task did you identify needed to be done?

### Action

What did you do? What skills did you use?



# Questions for the interviewer

Remember, interviewing is a two-way process. As much as we want to find out about you, this is also your chance to find out more about Omantel. During the interview, you will be invited to ask us questions. Take some time to think about these in advance.

## Example questions

- What are some of the objectives you would like to see achieved in this role?
- How would you describe a typical week/day in this position?
- What opportunities are there to advance with the company?
- What do you like most about working here?

## Dealing with **nerves**

It's natural to sometimes feel a bit nervous prior to an interview. Here are some things that you can do to help manage your nerves:

- Be prepared
- Manage your energy levels (nutrition and hydration)
- Plan your journey
- Think positively
- Take deep breaths
- Know your strengths

## Managing **expectations**

Interviewing is a skill and practice makes perfect!

You will not be offered every job you are interviewed for.

Take on board the feedback you receive from the interview.

Being offered an interview with Omantel is something to be proud of.

## Assessment

If your interview is successful, you will be invited to undertake an assessment with Omantel.

There is no preparation required to complete the assessments, however, should you wish to familiarize yourself with the type of questions, please visit this link:  
<https://www.cebglobal.com/shldirect/en/practice-tests>

**GOOD LUCK**

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