

Jaguar Land Rover assessment centre exercises

An ever-evolving heritage. A truly exciting future. Home to two of the world's most iconic brands. At Jaguar Land Rover we are continually redefining the benchmark for excellence and setting the standards that others want to follow. And with increasing demand and even greater ambitions, finding the future leaders of our business has never been more important than now.

www.jaguarlandrovercareers.com

At Jaguar Land Rover we have a standard application process for all Undergraduate and Graduate programmes to ensure fairness and consistency at every stage. Assessment centres are the final stage of our assessment process and allow us to assess candidates objectively against specific competencies. Competencies are measured more than once through a number of exercises and formats during the day e.g. group exercise, interview, role play, etc - this is so that we get the most rounded view of an applicant and to reduce any potential impacts that could occur from only using a narrow range of assessments. However, it's also not just about us, from a candidate's perspective assessment centres provide them with the opportunity to gain further insight and understanding of what life at Jaguar Land Rover will be like and to speak with some of our current Graduates honestly and openly during lunch and ask questions.

Throughout our assessment process we assess against our High Performance Business Behaviours detailed below, for more information please see the 'Application Tips' section on our website via the following link: www.jaguarlandrovercareers.com/search-apply

- My Business
- Strong Teams
- Agility and Flexibility
- Clear Direction
- Effective Relationships
- Efficient Delivery
- Positive Impact
- High Performance

We assess these business behaviours more than once during the assessment centre and therefore candidates shouldn't be disheartened if they feel that they haven't performed well in one particular exercise, there will be the opportunity for them to demonstrate this behaviour again in another exercise. We would suggest candidates prepare ahead of the assessment centre not only what is going on in the business - but also on these behaviours and what we are looking for, demonstrate enthusiasm and respect, but most importantly be themselves.

Heidi Cloke, Senior Recruitment Consultant within the Undergraduate and Graduate Recruitment team at Jaguar Land Rover.