

Ace Your Next Competency-Based Interview: Essential Tips for Finance & Accounting Professionals

As a finance and accounting professional, you're likely to encounter competency-based interviews in your job search. These interviews focus on your past experiences to predict future performance.

Here are 10 key tips to help you succeed:

1 - Understand the STAR Method The STAR method (Situation, Task, Action, Result) is crucial for structuring your answers:

- Situation: Set the context
- Task: Explain your responsibility
- Action: Describe what you did
- Result: Share the outcome

2 - Prepare Relevant Examples:

Review the job description and prepare examples that demonstrate key competencies like analytical skills, attention to detail, and problem-solving.

3 - Be Specific:

Use concrete examples rather than generalities. Instead of saying "I'm good with numbers," describe a specific instance where your numerical skills made a difference.

4 - Quantify Your Achievements:

Where possible, use numbers to illustrate your impact. For example, "I implemented a new process that reduced month-end closing time by 20%."

5 - Show Growth and Learning:

Don't be afraid to discuss challenges you've faced. Emphasise how you overcame them and what you learned.

6 - Practice Active Listening:

Pay close attention to the questions asked. It's okay to take a moment to think before answering.

7 - Be Concise:

While providing detail is important, try to keep your answers focused and to the point.

8 - Prepare Questions:

Have thoughtful questions ready about the role and company. This shows your interest and engagement. (Worth a read -<https://bespoke-recruitment.com/do-you-have-any-questions-for-us/>)

9 - Research the Company:

Understanding the company's values and challenges can help you tailor your answers appropriately.

10 - Stay Calm and Positive:

Competency-based interviews can be intense but remember to breathe and maintain a positive attitude throughout.

Remember, the key to success in competency-based interviews is preparation. By reflecting on your experiences and practising your responses, you'll be well-equipped to showcase your skills and land that dream finance or accounting role.

Need more personalised advice on your job search?

Don't hesitate to reach out to us at [Bespoke Recruitment](#).

We're here to help you navigate every step of your career journey.