

Typical questions include:

- What is the procedure/closing date for applications?
- Does a wish to defer an application or a start date to travel for 6-12 months influence the likelihood of being made an offer?
- If I am unsuccessful can I re-apply next time?
- Do you use any psychometric tests during the selection process?
- Will there be an assessment centre?
- Do you have minimum criteria for applications?
- What degree disciplines do you look for when recruiting?
- Do you recruit graduates who do not hold a valid UK work permit?
- How many graduate vacancies are you offering this year?
- What can I do during my second/final year to enhance my chances of getting a job with you?
- Do you offer placements, internships or work experience?
- I'm doing a masters course – does this increase my chances of getting a job with you?
- What provisions do you make for disabled employees?
- What do you do to encourage ethnic minorities to apply to your organisation?
- What percentage of your board are from ethnic minority backgrounds?
- Does the organisation have any policies to combat racial or sexual harassment?
- To what extent do ethical considerations play a role in the life of the company?
- Do you have an environmental management policy?
- Are you prepared to allow employees to take one or two days off a year for religious celebrations?
- How long do graduate recruits stay with the company?
- What areas of the country/world can I work in the organisation?
- What starting salaries do you offer?
- What is the average length of the working week for new recruits?
- Do you award bonus to graduates after they have spent a certain period of time with the company?
- Do you offer a pension as part of your benefits package?
- How quickly will I be promoted?
- How much will I be earning in 5 or 10 years' time?
- How long will it be before I have real influence on business decisions?
- How quickly do graduates assume greater responsibility?
- What sort of induction do your graduates go through?
- What training will I receive?
- Do you encourage employees to study for relevant professional qualifications? If so, which ones?
- What are the best aspects of the job?
- What parts of the job are the least appealing?
- What is the company's policy regarding personal emails and use of the Internet?
- If the job doesn't turn out to be what I had imagined, would I be able to change roles easily?
- Who can I go to if I am having problems with another member of staff?
- What is the social life like?
- What is the company's attitude to out-of-work commitments?
- How does senior management interact with the graduate trainees?
- What recreational facilities do you offer?
- Is there a no smoking policy within the office?
- Is there the opportunity to be introduced to other new trainees?
- How does the company view career breaks and maternity leave?
- Is the office easy to get to from where I live?
- Does the company encourage individuality and cater for individuality identity?
- What are the biggest challenges facing your organisation over the next few years?
- How financially stable is the organisation?