



Advice to OECD candidates for written test, video interview and panel interview

Please be aware that the timeline between the vacancy closing and candidates being called for interview varies significantly depending on the position, including the time taken to complete any intermediary assessment stages such as the written test and/or video interview.

Written test: How to prepare

- A written test is typically done remotely, or at the OECD premises the day of your interview.
- Tests generally consist of case studies based on policy issues or business scenarios, briefing notes to senior officials, policy recommendations on specific topics, mathematical and econometrical exercises, depending on the role.

Video Interview: How to prepare

- This interview format may be new to some of you, and you may be nervous about recording an interview. We take this into consideration when reviewing the interviews.
- The purpose of the video interview is to gain a better understanding of the relevance of your academic and professional experience as well as motivation for the position. You may also be asked to provide examples that demonstrate some of the core competencies required for the position
- The interview is asynchronous (recorded and not live) and is completed online using your laptop or through other electronic devices (tablet, smartphone).
- Your internet bandwidth, sound and webcam equipment will be tested before you start the actual interview and you also have the possibility to complete a couple practice questions before starting the real interview.

Panel Interview for Official positions: How to prepare

- Make sure you are aware of recent major research, developments, trends and practices in your field as this will allow you to demonstrate both up-to-date knowledge and help to convey your interest in the field of work. If available, be familiar with recent publications from the Directorate/Service to which you are applying.
- Give some thought to how your experience and skills are relevant to the specific position. Have concrete examples ready from your previous experiences that you can draw on to back up the points you make. Also, consider what value you will bring to the position, as well as how you see the position contributing to your career growth.
- Think about skills and behaviours that you consider of particular importance in an international organisation and multi-cultural environment. Reflect on how you have already demonstrated them and would take them into account in the position for which you have applied.

- Think of examples of situations in which you have demonstrated the core competencies referred to in the job description. The [OECD Core Competency Framework](#) provides definitions of the different competencies by job level.

Panel Interview for Official positions: What to expect

- The panel is generally composed of 3 to 5 evaluators, including the manager from the hiring Directorate/Service, a representative from another OECD Directorate and Human Resources. Strong attention is paid to ensure the panel is diverse in both gender and nationality.
- The panel interview usually lasts around 45 minutes and consists of a mix of technical questions linked to the main responsibilities of the position and behavioural questions around the core competencies expected for the role. Therefore, it is essential to carefully re-read the job description prior to the interview to remind yourself of these different elements.
- Be prepared to reply to at least one question in either English or French depending on which language you use for the majority of the interview.
- You will have the opportunity to ask panel members a few questions at the end of the interview. This is your opportunity to find out more information about the position, the Directorate and work and life at the OECD more generally.

Assessment Centre for Executive Leadership positions (A5-A7): What to expect

- Following your panel interview you may be invited to participate in an assessment centre run by an external provider. This will test certain key competencies linked to the position for which you have interviewed.