

Stage 1: Group Interview (informal)

The first stage will be an informal group interview facilitated by the current Family Peer Coordinator and attended by all shortlisted applicants.

This stage will:

- Provide applicants with the opportunity to ask questions about the role and gain a clear understanding of expectations
- Assess applicants' interpersonal skills, which are essential for this highly relational role

Purpose

The primary purpose of this stage is to assess applicants' interpersonal ability, communication style, and relational awareness.

Assessment Criteria

During the group interview, the following will be observed:

- **Active Listening**
Listens attentively, does not interrupt, and responds appropriately to others.
- **Empathy and Sensitivity**
Demonstrates warmth, emotional awareness, and sensitivity to adoption-related experiences.
- **Clear and Respectful Communication**
Communicates clearly and confidently, using appropriate tone and language.
- **Group and Relational Awareness**
Shows awareness of group dynamics, includes others, and contributes without dominating.
- **Professional Boundaries**
Shares personal experience appropriately, with an understanding of role boundaries.
- **Respect for Diversity of Experience**
Acknowledges different adoption journeys and uses inclusive, non-assumptive language.
- **Engagement and Curiosity**
Asks thoughtful questions and shows genuine interest in understanding the role.

Scoring

This stage will be scored out of 7, based on the criteria outlined above, and will contribute to the final score at the end of the formal interview.

Stage 2: Individual Interview (Formal)

All Applicants will be invited to a second formal interview. This stage will explore role-specific competencies in greater depth and assess overall suitability for the position.