

Preparing for your interview

Sample questions and answers

Congratulations, you have just progressed to the next stages of the recruitment process and now you're left wondering... "How can I prepare for the interview?".

Here is a little guide with sample questions and answers to help relieve your nerves.



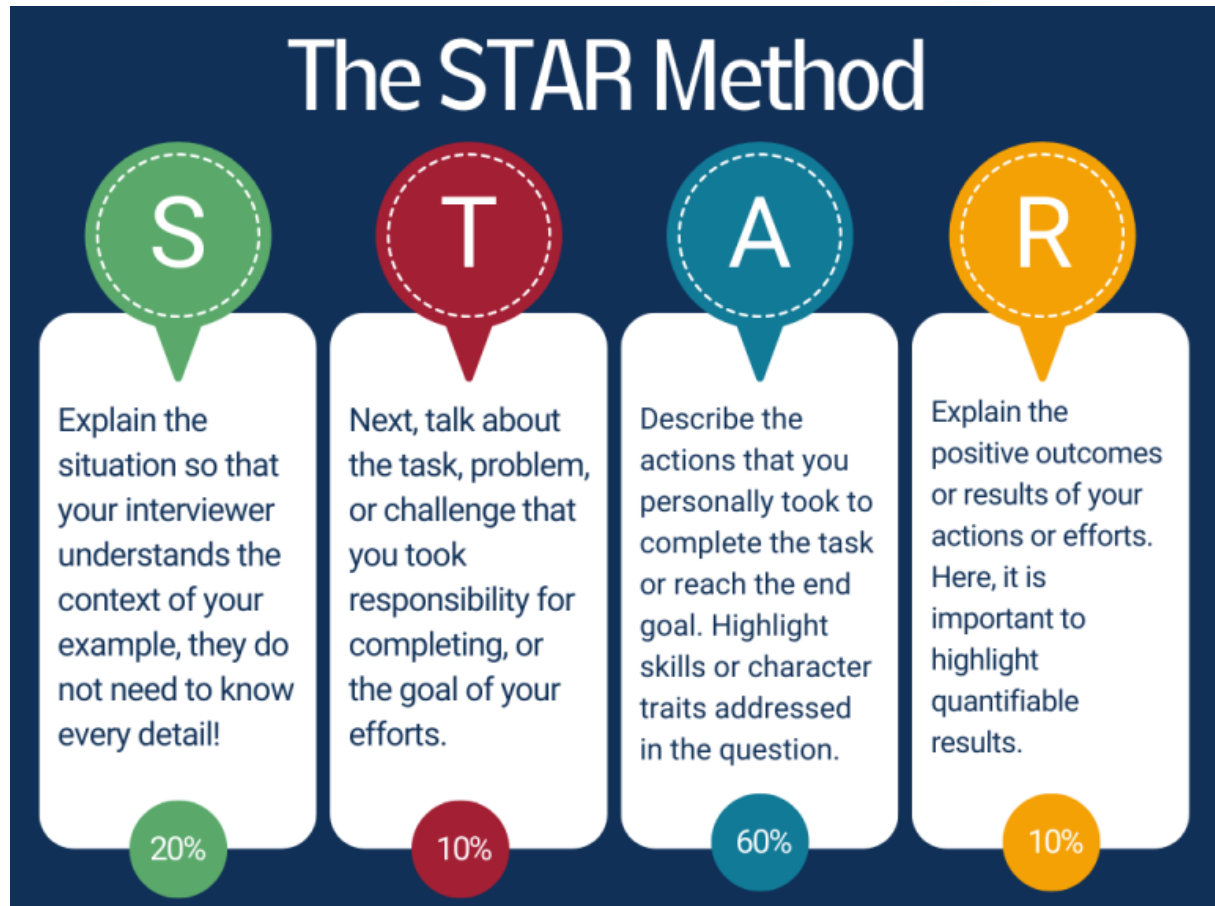
At Bis, we use a mix of general job interview questions and behavioural questions for majority of our interviews.

General job interview questions are designed to assess your qualifications, experiences, and motivations.

The recommended way to answer questions effectively, is employing the S.T.A.R method (see image below). This method is useful to structure your answers and enables you to provide context and insight.

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Credit: <https://capd.mit.edu/resources/the-star-method-for-behavioral-interviews/>

The specific interview questions may vary depending on the position, here are some example question and answers.

1. Tell me a bit about yourself.

This question enables you to emphasise key achievements and experiences that align with the demands of the role. This is an opportunity to showcase your expertise and how it matches the unique challenges of the industry. Don't be afraid to showcase your personality as Hiring Managers assess cultural fit.

Sample Answer:

"Throughout my career in the mining industry, I've navigated various roles—from on-site operations to project management. My journey began as a field engineer, where I learned the complexity of equipment maintenance and safety protocols. Progressing into leadership roles, I've managed complex mining projects, ensuring adherence to regulatory standards and building a strong safety culture. I have thoroughly enjoyed my time in leadership roles to mentor and coach my team members and I see myself working at a company that will give me the opportunity to deepen my leadership/coaching and mentoring skills".

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2. Why do you want to work here?

This question probes your knowledge about Bis and its industry-specific initiatives, emphasising alignment between your career aspirations and the company's values.

Sample Answer:

"I'm drawn to your company's commitment to innovative and safe mining practices. The recent adoption of [specific technology or approach] aligns with my belief in leveraging advancements to enhance operational efficiency and environmental stewardship. Your dedication to safety protocols and community engagement, as seen in [specific initiative], resonates with my values and professional aspirations."

3. What do you know about us as a company?

Showcase thorough research into the company's recent projects, accolades, and industry standing, demonstrating a profound understanding of its operations and values.

Sample Answer:

"Your company's reputation for employing cutting-edge technologies in mining operations, as seen in [specific project or technology], has garnered significant industry recognition. Additionally, your focus on community engagement, evident from [specific community project], showcases a commitment to responsible mining practices and community welfare, which aligns with my values."

4. What do you think we should do differently in our mining operations?

This question allows you to highlight your analytical thinking and offer constructive suggestions for process improvement in mining operations.

Sample Answer:

"Upon researching your operations, I've observed commendable practices, particularly in [specific area]. However, there's potential to enhance safety protocols further by implementing [specific safety measure or technology]. Additionally, leveraging [specific innovative approach] could optimize mining efficiency and reduce environmental impact, aligning with the industry's evolving best practices."

Beyond the traditional questions, behavioural questions can reveal the essence of who you are as a professional, especially within the context of the mining industry.

Being successful for a role is more than just qualifications—it's about application, problem-solving, and navigating complex workplace dynamics. Behavioural questions delve into your past experiences, revealing soft skills, critical thinking, time management, and decision-making abilities, offering a profound insight into your emotional intelligence and how you handle real-life situations.

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Behavioural questions are designed to gauge adaptability, resilience, problem-solving acumen, and interpersonal skills.

While general interview questions hold importance, mastery of behavioural queries can set you apart in this competitive industry. At Bis, we look beyond capabilities; and these types of questions aim to predict how you'll contribute to our culture and success.

In fact, some argue that behavioural questions hold even greater significance, providing a lens into your professional character. They explore your past actions and thought processes, revealing how you handle challenges, giving us an understanding of your teamwork, leadership, or potential for leadership.

Here are some **behavioural interview questions** and example responses:

1. Describe a time when you had to overcome a challenging situation at a mine site and how you managed it.

This query assesses your definition of a challenging mining scenario and your problem-solving skills. Choose an instance not caused by you, detailing actions taken to resolve it, emphasising positive outcomes, lessons learned, and improved performance.

Sample Answer:

"During a mine operation, unexpected equipment failure disrupted our schedule. I immediately coordinated with the relevant teams to assess the issue, creating a temporary workaround while the machinery was repaired. This experience taught me the criticality of contingency planning and swift decision-making in maintaining operational efficiency."

2. How do you respond to high-pressure situations during mining operations?

This question aims to understand how you remain focused in stressful mining environments, highlighting problem-solving skills and your ability to work efficiently under pressure.

Sample Answer:

"In high-pressure situations, I prioritise safety protocols while delegating tasks effectively. For example, during an unexpected gas leak at my previous site, I swiftly guided the team to safety zones while communicating with management and emergency responders. I believe in calm, structured decision-making, ensuring the team's safety remains of highest importance."

3. Describe a successful mining project and your role in it.

Hiring managers ask this to evaluate your leadership, teamwork, and problem-solving skills in the context of mining projects.

Sample Answer:

"One of our successful projects was establishing a new mining site. As a project manager, I coordinated site surveys, managed resource allocation, and oversaw compliance with safety

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regulations. This initiative resulted in a smooth launch within the projected timeline, showcasing my leadership and organisational abilities."

4. How do you handle disagreements or conflicts with colleagues or supervisors in the mining industry?

Hiring Managers want to see your people and communication skills and this question will highlight your ability to manage conflict.

Sample Answer:

"Effective communication and conflict resolution skills are crucial. During a project where disagreements arose regarding resource allocation, I facilitated open discussions to understand varying viewpoints. By employing active listening and respectful communication, we collectively identified common ground and reached a consensus that aligned with project goals. This approach not only resolved the conflict but also strengthened working relationships, creating a more cohesive team environment."

These examples showcase the adaptation of behavioural questions highlighting essential skills and experiences relevant to Bis and our operations.

Good luck!