



CENTRAL BANK OF EGYPT
Egyptian Banking Institute

Human Resources Package

Competency-Based Interview



3 Days



In-Class

Center of **Excellence** and **Knowledge Hub**

www.ebi.gov.eg

Course Description:

The Egyptian Banking Institute (EBI) aims to develop a program for “Competency Based Interview” with the purpose of offering the Egyptian market a competitive local program with international flavor to elevate the skills of HR and experienced professionals on conducting CBIs.

Target Audience:

HR professionals & Managers (mid-level).

Course Objectives:

By the end of the course, participants will be able to:

- Define the foundations of Interview
- Discuss Competency Ordination
- Illustrate the Competency-Based Interview

Course Outlines**Module One: Foundations of Interview**

- Competency-Based Versus Traditional Interviewing
- Core Principals
- Benefits and principles of CBI

Module Two: Competency Ordination

- What are competencies?
- Competency alignment with the business and Job requirements

Module Three: Competency-Based Interview

- Interview Process
- Situational Questions
- STAR Method
- Notes Taking
- Evidence Versus Notes
- Probing techniques
- Listening skills
- Linking responses to the competency frameworks
- Scoring and Rating

Course Duration

- 3 Days - 24 hours
- 09:00 AM – 5:00 PM

Delivery Method

In-class

Assessment Strategy

- Participation
- Participants will role-play conducting a CBI with an actor and will be observed by a certified assessor. They will also score the role-player & write evidence on their scoring. Later in the day, participants will receive comprehensive feedback on their interviewing skills as well as their scoring & report-writing skills.

Course Language

- Material: English
- Instruction and Explanation: Bilingual (EN/AR)

HOTLINE
15200
One number to better serve you!

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