

Selection Process

1. Online application and video questions

Applications are taken online via begacheese.com.au/careers or as advertised on job boards. You will be asked to provide some information about you, a CV and a cover letter outlining your strengths, and how you would apply them to the graduate program. Remember that first impressions count!

You will also be asked two questions, which you'll answer via a video recording in our recruitment portal. Here we are looking to get to know you beyond what is on paper – have fun with this and take the opportunity to show us more about who you are!

2. Behavioural interviews

If shortlisted, you will be invited to an interview with one of our team members. Prior to the interview you will be asked to submit your academic record and proof of working rights in Australia. The interview will be held either virtually or by phone and we'll ask you about your interest to work with us, and a bit more about your experiences, skills and values as well as some behavioural questions. Feel free to ask us anything too!

3. Assessment Centre

Successful candidates will then be invited to a virtual assessment centre. The assessment centre involves a combination of individual and group activities, and there is one exercise that you'll get to prepare in advance. This will allow us to observe how you engage with others, solve problems, and understand how your attitudes and behaviours align with ours. We'll also make sure you have lots of opportunities to learn about us and ask our team some questions too.

4. Aptitude and personality testing

The preferred candidates from the assessment centre will be invited to complete online aptitude and personality assessments.

5. Final interviews and site visit

The preferred candidates will then be invited to a final interview and do to a tour of the site that they'll be assigned to. This will be a chance for some of our leaders to get to know you, ask you some more behavioural questions, and help us identify how we'll be able to support your career with us.

6. Reference checks and formal offer

The final check involves contacting two referees provided by you. We'll ask them some more questions to validate what we've observed through the process, but also to get some feedback about how we can best support you on our program. Candidates who pass this stage will be made an offer shortly after these checks are complete.

If you have any further questions about the Bega Graduate Program or the selection process, please contact our friendly Talent Acquisition team at: careers@bega.com.au

