**Interview Preparation**:

* Have you researched the company? What projects are they currently working on? Why do they interest you?
* Have you clarified and can you illustrate your experience relevant to the role? Remember to match the job description to your CV experience!
* Have you prepared a short list of questions for the interviewer?
* Are you willing to question and reassure any concerns that the interviewer may have?
* Remember what is appropriate; discussing salary is not something that should be considered, as we continue to negotiate you the best pay rate possible.
* Be prepared to be questioned as to why you left/finished your previous role(s).
* Be prepared to give thorough examples of your understanding and experience of housing management tasks, finance management, tenancy sustainment and income maximisation.
* Be prepared to give thorough examples of your understanding and experience of supervisory tasks; training, inductions, interviewing, feedback/overseeing work.
* Ensure you refresh your knowledge of safeguarding procedure and understanding for adults and how you would put these into practise within the workplace. This may also include the completion of risk assessments and support plans.
* Be prepared to give thorough examples of clients you have worked with that you have supported with their mental health and any other complex needs (substance misuse, challenging behaviour etc).
* Feel free to ask about subjects relating to their company culture, ethos and aims. The interview is just as much for you as it is them!
* Keep your language **confident and concise**!

**Questions to ask:**

* What are your expectations for me in this role?
* What’s the performance review process like here? How often would I be formally reviewed?
* What are the most immediate projects that I would take on?
* What are the biggest challenges that I might face in this position?
* Can you tell me about the team I’ll be working with?
* Who will I work with most closely? What other departments or units will I interact with?
* What’s your favourite part of working here?
* What are the current goals that the company is focused on, and how does this team work to support hitting those goals?
* What gets you most excited about the company’s future?
* How would you describe the company’s values?
* How has the company changed over the last few years?
* What are the company’s plans for growth and development?
* What do new employees typically find surprising after they start?
* Is there anything that I should read before starting that would help me have a shared understanding with my colleagues?
* What’s different about working here than anywhere else you’ve worked?
* Do you expect the main responsibilities for this position to change in the next six months to a year?
* I’ve read about the company’s founding, but can you tell me more about [another significant company development]?