

SELECTION CRITERIA		FIRST INTERVIEW MARK SCHEME			GUIDANCE FOR APPLICANTS (FIRST INTERVIEW)	
Criterion	Definition	Marks Available	Award of Marks	Mark Scale	Evidenced by	Further guidance
1. Intellectual Ability	1. Academic achievement	N/A	Not assessed at this stage			
	2. The ability rapidly to analyse complex and voluminous facts and materials to identify relevant points.	4	4 marks for demonstration of parts 2, 3 and 4 of the criterion, excluding "The ability rapidly to analyse complex and voluminous facts and materials" and focusing on the ability "to identify relevant points." To cover performance in the whole of the interview, including answers to pre-defined Structured Questions.	1 mark = weak demonstration of criterion 2 marks = satisfactory demonstration of criterion 3 marks = good demonstration of criterion 4 marks = excellent demonstration of criterion	Interview performance	The first round interview does not involve any complex or voluminous facts or materials, so this element of the definition is not assessed at this stage. Ability to identify relevant points does form part of the assessment. Please see the Selection Process section of our website for further guidance. The interview will involve a question directed specifically at demonstration of the Intellectual
	3. Use and application of rules or propositions to factual situations to produce accurate assessments					
	4. Ability to think and respond under pressure					
2. Ability to work in teams	1. Ability to have sustained collaborative relationships with a wide range of other people.	2	2 marks for performance against the definition, using answers to pre-defined Structured Questions.	0 marks = weak demonstration of criterion 1 mark = satisfactory demonstration of criterion 2 marks = excellent demonstration of criterion	Interview performance	The interview will involve a question directed specifically at the Ability to work in teams criterion.
3. Written advocacy	1. Clear, articulate, succinct, structured and accurate presentation of argument.	N/A	Not assessed at this stage			
	2. Ability to anticipate and address opposing arguments.					
	3. Presentation of documents including spelling and grammar.					
4. Oral advocacy	1. Clear, articulate, succinct, structured and accurate presentation of argument.	4	4 marks for performance against <u>all</u> aspects of the definition in the debate	1 mark = weak demonstration of criterion 2 marks = satisfactory demonstration of criterion 3 marks = good demonstration of criterion 4 marks = excellent demonstration of criterion	Interview performance	
	2. Ability to anticipate and address opposing arguments.					
	3. Ability to respond to and deal with interventions, while maintaining own position as appropriate.					
Total marks available		10				