

SELECTION CRITERIA		FIRST INTERVIEW MARK SCHEME			GUIDANCE FOR APPLICANTS (FIRST INTERVIEW)	
Criterion	Definition	Marks Available	Award of Marks	Mark Scale	Evidenced by	Further guidance
<b>1. Intellectual Ability</b>	1. Academic achievement.	<b>N/A</b>	Not assessed at this stage.		N/A	Not assessed at this stage.
	2. The ability rapidly to analyse complex and voluminous facts and materials to identify relevant points.  3. Use and application of rules or propositions to factual situations to produce accurate assessments.  4. Ability to think and respond under pressure.	<b>3</b>	3 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.	0 marks = weak demonstration of criterion 1 mark = satisfactory demonstration of criterion 2 marks = good demonstration of criterion 3 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.  The interview will involve a question directed specifically at demonstration of the Intellectual Ability criterion.  Please see the Selection Process section of our website for further guidance.
<b>2. Ability to work in teams</b>	1. Ability to develop clear shared goals and build consensus.  2. Ability to collaborate with others to plan and execute, including effective delegation and team member support.  3. Ability to recognise and respect the needs and skills of other team members.  4. Ability to communicate effectively, including listening and addressing conflict.	<b>1.5</b>	3 marks for performance against the definition, using answers to pre-defined Structured Questions.  These 3 marks are divided by 2 after marking, so as to weight this criterion at 50%. Therefore the total marks available of 1.5 marks are correctly stated.	0 marks = weak demonstration of criterion 1 mark = satisfactory demonstration of criterion 2 marks = good demonstration of criterion 3 marks = excellent demonstration of criterion	Interview performance.	The interview will involve a question directed specifically at the Ability to work in teams criterion.
<b>3. Written advocacy</b>	1. Clear, articulate, succinct, structured and accurate presentation of argument.  2. Ability to anticipate and address opposing arguments.  3. Presentation of documents including spelling and grammar.	<b>N/A</b>	Not assessed at this stage.		N/A	Not assessed at this stage.

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<b>4. Oral advocacy</b>	<ol style="list-style-type: none"> <li>1. Structured, relevant and accurate argument.</li> <li>2. Succinct, clear and articulate presentation of argument. Ability to anticipate and address opposing arguments.</li> <li>3. Ability to respond to and deal with interventions, while maintaining own position as appropriate.</li> </ol>	<b>3</b>	<p>3 marks for performance against part 1 of the definition, to cover performance in the whole of the interview, including answers to pre-defined Structured Questions.</p> <p>3 marks for performance against parts 2 &amp; 3 of the definition, to cover performance as above.</p> <p>Each of the above 3 marks are divided by 2 after marking, so as to weight the parts at 50%. Therefore the total marks available of 3 marks are correctly stated.</p>	<p>0 marks = weak demonstration of criterion</p> <p>1 mark = satisfactory demonstration of criterion</p> <p>2 marks = good demonstration of criterion</p> <p>3 marks = excellent demonstration of criterion</p>	Interview performance.	
<b>Total marks available</b>		<b>7.5</b>				