

# bp candidate information pack

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Congratulations on your interview! The information in this guide will explain what you can expect during an interview with bp and provide you with tips on how to best prepare.

## About bp

For further information on working for bp please visit our [Careers website](#) or our [Facebook](#) and [LinkedIn](#).

## bp 'who we are' and 'how we work'

Our '[who we are](#)' beliefs are live our purpose, play to win and care for others. These three simple beliefs inspire each of us at bp to be our best every day. We believe that bringing to life all three of these beliefs will give us the energy and drive to deliver our purpose and ambition. We look for evidence of these behaviors in all our new hires and use this as an important part of the selection process.

## Further information

Further information, please visit our page on the [application process and interview tips](#). This page will help you prepare for the interview. If our website is unable to answer your question, please contact your recruiter or your resourcing coordinator.

Our 'who we are beliefs' are:  
Live our purpose  
Play to win  
Care for others

## Guidance on competency-based interviewing

### What is competency-based interviewing?

bp uses competency-based interviewing to identify capable individuals who can contribute to bp's success. Competency-based interviewing focuses on how you have applied your skills and experiences to particular work situations.

### Why does bp use a competency-based approach?

A competency-based interview process provides interviewers with a way to obtain information about skills that are best explored during an in-person discussion. Gathering detailed information about these skills generally helps interviewers identify candidates who are more likely to be high performers.

### What can I expect during the interview process?

Trained interviewers will conduct the bp interviews and guide you through the process. Typically, the interview will last approximately ninety minutes and is conducted by interviewers from the relevant project or program. The interviewers will ask you a set of questions designed to measure the competencies important to the role for which you are applying.

# 2017 Recruitment Candidate Information Pack

**Chao Zhang**



## **2017 Recruitment Candidate Information Pack:**

Challenges in Criminal Justice Ed Johnston, 2022-07-29 This collection examines contemporary challenges to the criminal justice system in England and Wales The chapters written by established academics rising stars and practising lawyers seek not only to highlight these challenges but to offer solutions The book examines issues with legal assistance in the police station concerns relating to juror decision making and problems in and presented by both virtual hearings and the advent of the Single Justice Procedure Notice The work also examines challenges surrounding vulnerability in the criminal justice system Here diversity includes vulnerability in the criminal trial neurodivergence as well as issues with diversity and marginalisation in the criminal justice system as a whole The book also discusses matters centred around sexual offending including the attrition rate in rape cases as well as the recent development of vigilante paedophile hunters and their acceptance as a viable limb of the criminal justice system Finally the volume looks at the post conviction stage and examines recent prison policy through the lens of the human rights of the prisoner The closing chapter examines the independence of the Criminal Cases Review Commission and highlights how recent changes have undermined this While focused on England and Wales the topics discussed are of wider international significance and will be of interest to students academics and policy makers

HC 963 - Appointment of the Pensions Ombudsman and the Pension Protection Fund Ombudsman Great Britain. Parliament. House of Commons. Work and Pensions Committee, 2015 In 2008 the Liaison Committee and the Government agreed a process for departmental select committees to undertake pre appointment hearings in which they examine the suitability of the Government's preferred candidate for certain public posts The purpose is to test the individual's independence and expertise consider any potential conflicts of interest and explore how the individual intends to undertake the job including his or her accountability to the Committee Select committees do not have the power to veto appointments However the Minister is expected to consider relevant observations before proceeding with an appointment The pre appointment hearing for the posts of Pensions Ombudsman and Pension Protection Fund Ombudsman held by the same individual falls within the remit of the Work and Pensions Committee On 15 October 2014 the Minister for Pensions informed us that Tony King the current Pensions Ombudsman and Pension Protection Fund Ombudsman would be stepping down in spring 2015 4 He set out the recruitment exercise that would be followed to select the new Ombudsman and invited us to undertake pre appointment scrutiny of the preferred candidate in accordance with the agreed arrangements The Department for Work and Pensions DWP launched the recruitment process on 29 November 2014 The Minister notified us of the name of the preferred candidate on 3 February 2015 In announcing the selection process DWP also indicated that a recruitment exercise would be undertaken for the post of Deputy Pensions Ombudsman and Deputy Pension Protection Fund Ombudsman This is a part time role and is not subject to a pre appointment hearing

Franchise Management For Dummies Michael H. Seid, Joyce Mazero, 2017-05-04 Learn what it takes to find buy and run a franchise and enjoy the rewards of being your own

boss If you've ever visited a chain restaurant and thought I'd like to run one of these you're among countless would-be entrepreneurs eager to be their own boss. Franchise Management For Dummies is a hands-on guide that provides clear and concise information on the issues involved in finding, buying, operating, and ultimately growing a successful franchise business. Geared toward both novices and experts in franchising, it's an essential guide to help prospective franchisees know what to look for in a great franchisor and to show existing franchisees what great franchisors are providing their franchisees. Both emerging and experienced franchisors will gain an understanding about the proper methods of structuring, managing, and expanding their franchise systems. Social impact investors, donors, and NGOs can learn how franchising techniques can transform how they look at providing products and services at the base of the pyramid. Inside, you'll discover how to find a franchise that's right for you and the ideal location for it. Where to find quality franchisors and understand the qualities franchisors look for. How to gather information from franchisees. A franchisor's mandatory legal obligations to prospective franchisees, the franchise disclosure document (FDD), and working with franchise professionals. How to take a realistic look at your finances and what capital you'll need to buy and launch a franchise. Develop strategic advertising and marketing plans. How to find, hire, and train talented employees who will help make your franchise a success. How to make sure your franchise makes money. How to grow your business with multiple franchises. And more. Additionally, Franchise Management For Dummies includes a glossary of common franchise-related terms, ten keys to franchisee success, and the questions to ask before becoming a franchisor. Get a copy today and find out if owning and operating a franchise is the right business move for you.

**Managing Human Capital in Today's Globalization** Heru Susanto, Fang-Yie Leu, Chin Kang Chen, Fadzliwati Mohiddin, 2019-10-23. This book explores important issues in human capital in human resource management as it relates to management information systems (MIS). It highlights how management information systems are implemented and the potential for employee resistance, offering behavioral strategies to involve employees in adopting effective MIS and in overcoming resistance during change. The authors also look at the available research that focuses on the changing skills requirements of employees in the context of both MIS perspectives and HRM perspectives. They address how current trends have evolved into a hyper-emerging market of competitive advantage and fast-changing environments toward globalization. The authors also address workforce planning and management systems, strategic human resource management, re-engineering work processes for improved productivity, work force diversity, the integration of MIS, HRIS, and employee involvement, human resource globalization, and MIS implications, the impact of digital technology on decentralized work sites, organizational continuous improvement programs.

[Strategic Outlook for Innovative Work Behaviours](#) Hasan Dincer, Serhat Yüksel, 2020-08-27. This book presents various perspectives on innovative work behaviour, focusing on problem recognition, idea generation, idea promotion, and the realisation of these ideas. It first highlights important corporate issues such as uncertainty, performance management, technological infrastructure, and strategy development, and subsequently presents studies that offer solutions.

Further the book evaluates the significance of research and development effective communication and corporate governance Lastly it discusses the implications of idea realisation examining resource dependence theory organizational trust and eco innovations

**Advising on Governance in Education** Association of Education Advisers,2025-02-28 An ideal book for new or prospective education advisers which focuses on why governance is needed what forms of governance are necessary and how these are implemented in practice As the third instalment of The Education Adviser series it offers essential background reading for anyone involved in advising within the education system Divided into three sections this book details the specifics of governance illustrating the skills knowledge understanding and approaches required for governance advising As a contributed volume it presents a diverse range of perspectives from MAT leaders headteachers key influencers and education advisers at local regional national and international levels Each chapter concludes with the author s analysis of the impact and differences made resulting in a thorough insightful and practical text These case scenarios also encourage readers to reflect and consider integrating these approaches to their own practice Chapter contents include the importance of quality advice for school governors regulatory frameworks across the UK jurisdictions the principles of good governance governance and partnerships the role of governance in transformative change within the school setting Readers will be fully equipped with an understanding of the role of governance in education advising and how this can enhance the educational outcomes of children young people and the overall effectiveness of educational settings

*Routledge Handbook of Community Forestry* Janette Bulkan,John Palmer,Anne M. Larson,Mary Hoble,2022-06-30 This handbook provides a comprehensive overview and cutting edge assessment of community forestry Containing contributions from academics practitioners and professionals the Routledge Handbook of Community Forestry presents a truly global overview with case studies drawn from across Africa Asia Europe and the Americas The Handbook begins with an overview of the chapters and a discussion of the concept of community forestry and the key issues Topics as wide ranging as Indigenous forestry conservation and ecosystem management relationships with industrial forestry trade and supply systems land tenure and land grabbing and climate change are addressed The Handbook also focuses on governance looking at the range of approaches employed including multi level governance and rights based approaches and the principal actors involved from local communities and Indigenous Peoples to governments and national and international non governmental organisations The Handbook reveals the importance of the historical context to community forestry and the effects of power and politics Importantly the Handbook not only focuses on successful examples of community forestry but also addresses failures in order to highlight the key challenges we are still facing and potential solutions The Routledge Handbook of Community Forestry is essential reading for academics professionals and practitioners interested in forestry natural resource management conservation and sustainable development

**Computerworld** ,1993-08-30 For more than 40 years Computerworld has been the leading source of technology news and information for IT influencers worldwide Computerworld s award winning

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**Planning** ,2008 *Nursing Times, Nursing Mirror* ,2005 *Journal of the American Veterinary Medical Association* American Veterinary Medical Association,2017 *Information Technology for Management* Efraim Turban,Carol Pollard,Gregory Wood,2021-04-06 *Information Technology for Management* 12 Edition provides students with a comprehensive understanding of the latest technological developments in IT and the critical drivers of business performance growth and sustainability Integrating feedback from IT managers and practitioners from top level organizations worldwide the newest edition of this well regarded textbook features thoroughly revised content throughout to present students with a realistic up to date view of IT management in the current business environment The text offers a flexible student friendly presentation of the material through a pedagogy that is designed to help students with different learning styles easily comprehend and retain information This blended learning approach combines visual textual and interactive content featuring numerous real world case studies of how businesses use IT to increase efficiency and productivity strengthen collaboration and communication and maximize their competitive advantage Students learn how IT is leveraged to reshape enterprises engage and retain customers optimize systems and processes manage business relationships and projects and more

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