

Our recruitment process - Testing

This stage involves video screening and testing, which may be new to many of you. We'll help you to get ready and be prepared.



Application

What to expect

- You will receive an email inviting you to complete the testing.
- Our video assessment and testing involves answering a number of online psychometric questions as well as filming yourself answering questions about your experience and motivations.
- The best thing about this type of testing is you can do this on your terms and at a time and place that fits in with your commitments. It allows us to find out more about you and brings your resume to life.



Testing

Tips for success

- Carefully read the email invitation, understanding exactly what is required.
- Always do the practice tests. Take your time and don't rush through the questions.
- Think of the video part of the assessment as a conversation. We'll ask questions about your experience and background - just answer as though we were standing right in front of you.
- Wear something that makes you feel relaxed and comfortable – a polo shirt or t-shirt is fine. If you don't normally wear formal clothes for work, no need to wear them for us.
- Find a quiet spot with as few distractions and noise as possible.
- Make sure your phone/tablet/laptop/headphones are fully charged and you have a strong internet signal.
- Relax and enjoy the experience.
- If you require any modifications to the testing process due to your personal situation please submit a query via bhp.com/contact-us/ to reach the relevant specialist.



Engagement centres

What happens next?

- Upon review of your submission, you may be progressed to the next stage in the process, which could include participating in an engagement centre or formal interview
- If you're unsuccessful, you will be notified by email. But remember, not everyone at BHP was successful the first time and we encourage you to re-apply.



Interviews

When can I expect feedback?

- We try to stick to the two-week rule. However, things might take a little longer for roles where we receive a high number of applications.
- We are unable to provide specific individual feedback for those candidates who do not make it past our video assessment stage.



BHP Talent Network

Who can I contact?

- Take a look at our FAQs for further information bhp.com/FAQ
- For technical queries relating to the video assessment and testing please email support@hirevue.com
- You can also use the contact us page, bhp.com/contact-us to submit a query.