



Strategic Resourcing

Construction Recruitment Software

Hire Smarter

Pre-Interview Competency Framework

Raise the Standard Before You Hire — Free Screening Tool for
Construction Hiring Managers

*Created by the experts at Strategic Resourcing for smarter shortlisting.



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Right People

A Pre-Interview Competency Framework will help you overcome hiring challenges

The problem with early stage recruitment processes in construction

Too many candidates in the built environment sector are reaching interview stage even though they don't have the essential, basic skills expected. Interviewing these candidates, who are unlikely to be offered work, is time-consuming and a waste of resources.

Screening soft skills and behaviours prior to the interview stage saves time and improves hiring quality. It reduces the risk of poor hires by ensuring shortlisted candidates meet a minimum behavioural standard.

A proven way to assess soft skills and behaviours is through the Strategic Resourcing Pre-Interview Competency Framework. This is a ready-to-use pack of competency-based questions, across key categories, that are relevant to site-based and junior-to-mid construction roles.

What does a Pre-Interview Competency Framework do?

A Pre-Interview Competency Framework is a set of simplified scenario and behaviour-based questions, from which the answers are used to filter applications prior to selecting candidates for interview.

What is the format of the Pre-Interview Competency Framework?

Candidates can be sent the Pre-Interview Competency Framework as a form for completion, or it can be used in screening calls.

Your free screening tool

Strategic Resourcing has created this Pre-Interview Competency Framework as a free screening tool to help construction hiring managers.

The pack contains ready-to-use questions to assess the behaviours that matter most, before you invest valuable time in interviews.



How to use this framework

Using this framework involves a streamlined, 2-step process:

1

From the listed competencies, choose those which are relevant to the role you are recruiting for.

2

Review the answers to decide who to invite to interview stage.

You may want to include additional screening tools such as scoring templates, for example on a scale of 1-5. For enhanced fairness, you can involve more than one person in reviewing the answers.

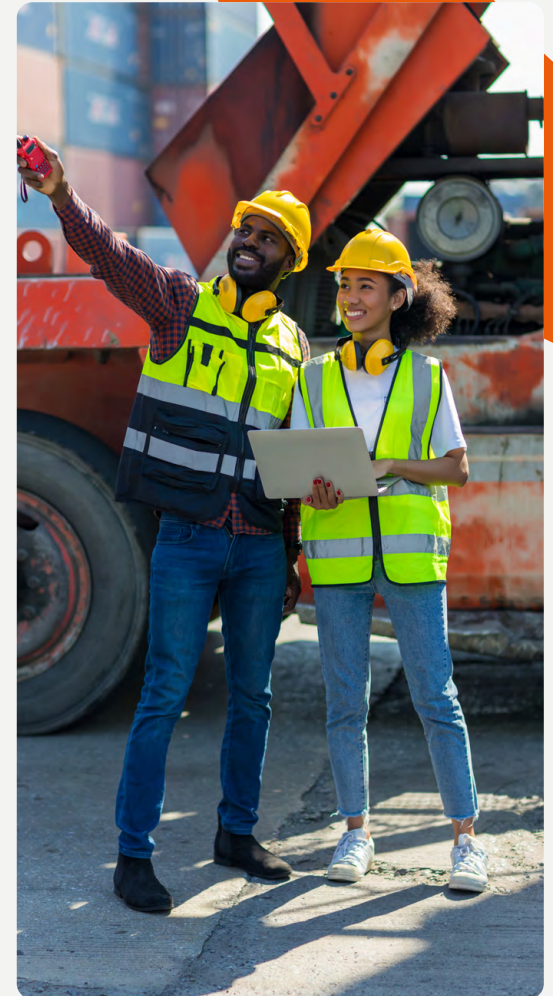
Competency Areas and Question Packs

Communication

Clear communication on a construction site or in your offices is critical to project delivery. On-site misunderstandings cost time and create risk. **These questions assess whether candidates can communicate clearly, particularly when under pressure.**

Competency-based questions relating to communication skills:

- 1 Outline an occasion when you needed to explain something complex to a teammate.
- 2 What would you do if a task was unclear, but urgent?
- 3 How would you use your communication skills to resolve conflict at work?
- 4 How would you ensure, in a fast-paced environment, that important information is effectively communicated to team members?
- 5 If you disagree with a management decision, how would you communicate this and raise your concerns?



Competency Areas and Question Packs

Problem Solving and Using Initiative

Construction projects move fast, and so should your candidates' thinking. You need to know they will use their initiative to respond to problems proactively and independently. **These questions reveal whether candidates use their initiative when issues arise.**

Competency-based questions relating to problem solving and initiative

- 1 Describe a time you solved a problem without being asked.
- 2 What's the first thing you'd do if a delivery is late, and your team is waiting?
- 3 How do you decide when to solve a problem on your own or ask for help?
- 4 Share an experience of anticipating a potential issue and addressing it before it became a problem.
- 5 Describe a time when you initially felt overwhelmed by a task or project, but you completed it successfully through problem solving or using your initiative.



Competency Areas and Question Packs

Reliability and Accountability

Reliable workers who accept accountability for their work and actions are the backbone of safe and productive sites. These questions reveal a candidate's attitude towards consistency, punctuality and ownership.

Competency-based questions relating to reliability and accountability

- 1 When have you exceeded expectations to complete a task?
- 2 How do you make sure you're punctual and prepared for being on site each day?
- 3 Describe a time when you adjusted your approach to meet targets or wider objectives.
- 4 How do you organise and manage your workload to meet deadlines or other project commitments?
- 5 Describe a time when you initially felt overwhelmed by a task or project, but you completed it successfully through problem solving or using your initiative.



Competency Areas and Question Packs

Teamwork and Attitude

Exploring how candidates support others and resolve conflict will indicate their potential for a smooth integration into an existing or new team. **These questions reveal the candidate's approach to teamwork and collaboration.**

Competency-based questions relating to teamwork and attitude

- 1 Tell us about a time you helped a struggling team member.
- 2 What would you do if a teammate wasn't pulling their weight?
- 3 Describe a time when you had to work with a colleague you didn't get along with.
- 4 Are you stronger working independently or as a team member, and why?
- 5 If your team decided not to implement your idea, how would you react and what would you do?



Competency Areas and Question Packs

Industry awareness (optional or role-dependent)

Questioning a candidate about industry awareness will only be relevant to certain roles.

Guidance for hiring managers. When deciding on your questions:

- 1 Identify 2-3 soft or situational skills which are crucial for success in this role.
- 2 Write 2-3 questions that ask the candidate to describe how they've applied those
- 3 Focus on behaviours, not just technical tasks.

Competency-based questions relating to industry awareness

- 1 How have you handled giving safety feedback to someone more senior than you?
- 2 What's your approach to motivating a team that's behind schedule?
- 3 How do you prepare new subcontractors for working on site alongside the main contractor and possibly the client?
- 4 Describe a time when you have had to terminate an employee's contract.
- 5 What's the most memorable construction project you have worked on, and why?



Final pre-interview tips for hiring managers



For consistency, use the same questions for all candidates applying for the same role.



Use the pack of competency-based questions to weed out red flags before interview.

This Pre-Interview Competency Framework is designed to save you time and achieve successful hires, not to complicate the process. If you require any assistance with implementing or customising this framework, please get in touch with Strategic Resourcing. We'd be delighted to help.

About Strategic Resourcing

The Strategic Resourcing platform supports construction firms across the UK in hiring smarter, from sourcing the right qualified candidates to saving you time and improving efficiency within the hiring process. Want help implementing this pack or finding job-ready talent fast? [Sign up for free today.](#)



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