



## Police Scotland

### Compressed Recruitment Process

Police Scotland is revising its current recruitment process, to limit the number of times a candidate requires to attend at a police facility. The process will move to two days as follows:

#### Day 1 – Fitness Test and Standard Entrance Exam

(No Change to format or content – See recruitment page on Police Scotland website)

#### Day 2 – Assessment Day

During your Assessment Day you will form part of a group consisting of 6 candidates. You will be asked to complete a number of tasks and you will be assessed during those tasks by 2 police colleagues.

**Icebreaker** – The purpose of this task is to find out more about you and your group, what you have done to prepare for today and your understanding of the role of a police officer. You will be assessed on your ability to provide a clear and confident briefing to your group. You will be given a list of topics you may wish to cover, to aid your briefing.

**Group Exercise** – The group exercises are explained on our Police Scotland recruitment page and remain unchanged.

**Strengths and Values based Interview** – Values, behaviours, skills and attributes are important assets of a police officer. You will be asked questions which will assess your suitability to become a police officer.

**Administration and Substance Misuse Testing** – If successful at the Assessment Day, you will be asked to provide your necessary documentation and hair sample at the end of day 2.

The whole day is designed to test the following:

- Effective Communication
- Understanding of Policing
- Teamwork
- Emotional Awareness
- Leadership
- Job Suitability
- Values

After successful completion of Day 2 you will be issued with a Provisional Offer of Appointment. You will then progress to the medical and vetting stage of the recruitment process and if successful you will be issued with a formal offer of employment.