

Video Interview

The video interview takes place online where you will record your responses to a range of questions for us to review. It allows us to get a better understanding of who you are and your communication style. We will be looking to understand why you have applied to Coles, and several competencies that we want to see in our future graduates!

The video interview will only take 15 minutes to complete, and you can expect to hear an update within the following fortnight as our team reviews each video interview.



Psychometric Testing

This stage of the recruitment process helps us understand more about who you are. Not just your skills but your preferred ways of working and how you approach certain situations. It also provides you with an opportunity to see what the types of situations are you could expect to experience when joining the Coles Graduate Program.

This online assessment should take between 45-60 minutes to complete and you can expect to hear an update in the next 2-4 days following the scheduled deadline.



Complete an online application

This helps us capture information about your background, experiences, and skills. We want to hear why you are the right fit for us! Make sure you check to see that you are eligible for the program before completing your application. Completing an application form will take you approximately 30 minutes, and once our applications close, you can expect to hear an update on your application within 5 days.



Discovery Centre

The Discovery Centre gives us the chance to meet you and an opportunity for you to interact directly with us! You will participate in a range of activities during the session, but most importantly, we want to ensure you walk away from your time with us with an impactful experience where you gain some valuable insights and understanding of yourself, and of Coles.

Our Discovery Centre will be a 3-hour session, and look to provide you with an update following your attendance in the following week.



Offer

If you're successful through the Discovery Centre, we'll contact you shortly with a job offer!

