



Orora Interview preparation

Recruitment Roadmap



Orora is a leading producer of unique packaging solutions, with a special focus on the global beverage industry.

We're a team of more than 4,500 exceptionally talented people working across 17 production sites in five countries.

In Australia and New Zealand Orora Beverages provides market-leading sustainable packaging solutions for the beverage industry, specialising in glass bottles and aluminium cans.

We are also a business that is committed to lowering our carbon footprint and investing in green initiatives. Sustainability is integral to our business, and we're evolving in a way that's even better for our communities, for the environment and for future generations.

One Orora

Every day, across our businesses, we deliver sustainable and innovative packaging and visual solutions that lead the industry and bring our customers' brands to life.

Together we deliver on the promise of what's inside.

Our Purpose To be a leading sustainable packaging solutions provider, designing and delivering products and services that enable our customers' brands to thrive

Our Identity We operate a portfolio of customer-focused packaging businesses aligned by our common purpose and unifying principles

Our Strategy Optimise to grow Enhance and expand Enter new segments

Our Principles Customer value-add Innovation
Digitally-enabled Operating excellence
Diverse talent Staying safe
End-to-end capabilities Sustainability

Our Values TEAMWORK PASSION RESPECT INTEGRITY

Interview nerves

Nerves are a normal part of any interview process, and we all experience them from time to time. Give yourself some time prior to the interview to ensure you are feeling relaxed and ready to go. And remember the interview should be a two-way conversation.

Pitch yourself

Have a go at creating a quick one-minute pitch about yourself. You should focus on highlighting your key skills and achievements, whilst also giving a quick overview of your most recent work history. You should also anticipate answering generic questions about your background and work experience and prepare concise, specific answers that showcase your relevant experience and qualifications.

Follow this structure for an elevator pitch:

1. Introduce yourself — Name, current role
2. Your specialty and qualifications
3. Your relevant experience
4. Your future goals

Orora Leadership Framework

Our Leadership Development Framework sets the standard for exceptional leadership at Orora, focusing on six critical competencies that we believe help to develop our current employees and assess new hires. You will likely be assessed on one or more of the below competencies in your interview.



Demonstrates self-awareness

Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses



Develops talent

Developing people to meet both their career goals and the organisation's goals



Strategic mindset

Seeing ahead to future possibilities and translating them into breakthrough strategies



Values differences

Recognising the value that different perspectives and cultures bring to an organisation



Cultivates innovation

Creating new and better ways for the organisation to be successful



Optimises work processes

Knowing the most effective and efficient processes for getting things done, with a focus on continuous improvement.

Behavioural based questions

Behavioural based questions in an interview aim to understand a candidate's past performance to predict how you might approach various work-related scenarios in your new role. It is recommended you follow the STAR (Situation, Task, Action Result) method to structure your responses in the interview to articulate the situation and learnings you got from it.

Below is an example of a behavioural based question and how you can use the STAR method to respond:

Q: Tell me about a time when you had to solve a difficult problem in the workplace.

S — Describe the context within which you faced a challenge at work

T — Describe your responsibility in that situation

A — Describe how you completed the task or endeavoured to overcome the challenge

R — Explain the outcome and emphasize what you accomplished and/or learnt

Address the criteria

Before the interview, it is crucial to understand the criteria and requirements of the role you have applied for. You should try and tailor your responses during the interview to show how your skills and experience tick off each of the criteria. During the interview, actively listen to the interviewer's questions and provide specific examples that demonstrate how you meet the criteria, ultimately showing that you are the best fit for the position.

Top tip: check out the email confirmation email you have received from the recruiter; it will list the key criteria for the role.

Ask questions!

It is essential to have some questions prepared to ask the interviewer at the end of an interview. It provides you an opportunity to gain more insight into the role, the company culture, and the expectations of the role, all whilst showing the interviewer your keen interest in the business.

Asking thoughtful and relevant questions can leave a positive impression on the interviewer and help you make an informed decision if you were to be offered the role.

Here are some examples of questions to ask at the end of an interview:

1. What do you consider to be the most important qualities for someone to excel in this role?
2. Can you tell me more about the company's goals for the next five years and how this position will contribute to achieving those goals?
3. How would you describe the culture of the company?



Quick Tips

Research the business

- Ensure you have checked out our website and LinkedIn for more information and up-to-date on company insights.
- Look up and follow your possible team on LinkedIn

www.linkedin.com/company/orora-group-limited