

Congrats on  
your interview  
with

SCA



# Let's get to know each other! 🙌

Southern Cross Austereo is Australia's leading media entertainment company, home of LiSTNR and the Triple M & HIT network. With the ability to reach 95% of the population through our Radio, TV and Digital channels, our mission is to Entertain, Inform & Inspire all Australians Anytime. Anywhere!

In 2021 we launched LiSTNR, a curated and personalised Audio-On-Demand destination. It is home to the HIT & Triple M networks, 25 music stations and over 500 podcasts. LiSTNR is Australia's #1 podcast network reaching more than 8 million monthly listeners.

At SCA, we believe that a positive interview experience is crucial to setting our candidates up for success. We understand that interviewing can be nerve-wracking, so we strive to create a welcoming and inclusive environment where candidates can showcase their values, skills and qualifications.

Our interview process is carefully designed to assess both technical expertise and value alignment and we aim to provide clear communication throughout the process.



# Our interview structure

At SCA, we use competency based interviewing techniques which are usually made up of situational, behavioural, and technical based questions.

The interview is a two-way street. You are interviewing us just as much as we are interviewing you, so don't forget to come armed with questions about the role, the team and anything else you would like to know about us.

# Equal Opportunity

At SCA, we are committed to advancing equal employment opportunities for our staff and to diversify and develop our workforce. We aim to recognise the value of attracting and retaining employees with different backgrounds, experience, knowledge and abilities.

We also aim to ensure diversity contributes to our business success and benefits individuals, teams, clients and the community.





## Tasks & Assessments

During the interview process, you may be requested to complete a task and/or an online assessment. This will vary dependent on the position you have applied for and you will complete these remotely.

Don't worry, this is not a pass or fail process, it simply helps us understand your thought processes, ways of working and your work style preferences.

You will be notified if you are required to undertake any assessments early in the recruitment process and we are always here to help if you have questions.

# What to expect from the interview process?

**Step 1.** Let's chat! Once you have applied, you will receive a phone call from the hiring manager or a member of our Talent Acquisition team to discuss the role, you, and all things SCA.

**Step 2.** We like the sound of each other? Great! You will be invited for a panel interview. This conversation will focus on you, your values, skills and experience.

**Step 3.** If all goes well, you will be invited back for a second-round interview. Prior to this, you may be required to complete a short task and/or assessment.

**Step 4.** You've made it to the second-round interview stage! At this point, you will be asked by the interviewers to explain your approach to the task you completed, and they will ask you some additional follow up questions.

**Step 5.** Once you've completed the second interview, you're all done! If you're selected for the position, we'll contact you with a verbal offer over the phone. If, unfortunately, you aren't chosen, we'll call you to discuss the outcome. We strive to reach out to candidates with a decision within one week of the final interview.

# Tips & Tricks ✨✏️



## Research Us!

Familiarise yourself with our culture, values, and mission. You may also be asked about your favourite podcast or radio show throughout the interview process so make sure you download the [LISTNR](#) app beforehand.



## Preparation is key!

Review the job description and think about your past experiences where you demonstrated the competencies required for the job. These could be from your previous work experiences, volunteer activities, or even personal projects. Choose examples that are most relevant to the job you are applying for.



## Use The STAR Method when forming your answers

The STAR Method (Situation, Task, Action, Result) is a structured approach to answering competency-based interview questions. Practice using this method to effectively structure your responses during the interview. Describe the Situation or Task, explain the Action you took, and highlight the Result or outcome. Ensure you use tangible data to back up your example.



## Be yourself

SCA is made up of passionate and creative individuals. We prioritise the qualities of individuals and their distinct skill sets, going beyond mere experience. One of our core beliefs is embracing authenticity and genuine personalities. We want to know you and what you can bring to our culture!

# After the interview



## Timelines

We will try to get back to you within a week of your final interview however this can take a little longer depending on the number of candidates who are interviewing.

Feel free to reach out to your TA advisor at any time throughout the process for updates.



## We love feedback

We value our candidates' time and efforts, and we are committed to ensuring that each candidate has a positive experience.

We would love to hear from you!  
Please send through any feedback you have on your interview process to [careers@sca.com.au](mailto:careers@sca.com.au).



# Want a sneak peek?



## TikTok

[@life@listnr](#)  
[@Listnrau](#)  
[@Listnrsport](#)  
[@Listnrentertainment](#)  
[@Listnrcrime](#)



## LinkedIn

[Head to our LinkedIn life page](#)



## Instagram

[@Listnrau](#)  
[@Listnrsport](#)  
[@Listnrentertainment](#)  
[@Listnrcrime](#)