

APS panel coaching report

Your readiness is developing.

This practice report summarises the panel-style feedback, readiness breakdown and next practice actions.



Target role

Assistant Director, Program Delivery

Classification

APS 6

Agency

Department of Social Services

Panel-style narrative summary

Assistant Director, Program Delivery practice is currently developing. The strongest opportunities are to make each answer more specific, keep the STAR structure visible, and link outcomes to APS 6 work level expectations.

Strengths

- The answer gives the panel usable evidence rather than a purely general claim.
- The answer is concise, which is useful once stronger evidence is added.
- The answer starts to address the question and can be strengthened with more specific evidence.

Gaps

- The answer is too brief to fully demonstrate the role-level evidence a panel would expect.
- The outcome is present, but it can be linked more directly to public value and the role requirements.

Improvement suggestions

- Open with one sentence of context, then move quickly to the task you personally owned.
- Name the action you took using first-person language so the panel can see your contribution.
- Close with a concrete result, ideally with a measurable outcome or clear stakeholder impact.

Metric scores

STAR structure

40%



Based on situation, task, action and result signals.

Clarity and concision

64%



Based on answer length, pace markers, filler words and directness.

Work level standard alignment

60%



Calibrated to APS 6 expectations.

Role-specific capability alignment

55%



Based on links to the role, agency context and question theme.

Evidence strength

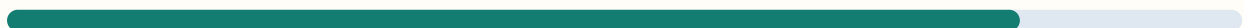
73%



Based on specificity, concrete details, examples and outcomes.

Individual contribution and ownership

82%



Based on whether the candidate explained their own contribution.

Results and measurable outcomes

77%



Based on whether the answer closed with a concrete outcome.

Question-by-question feedback

Question 1

To begin, tell us how your skills and experience align to the Assistant Director, Program Delivery role and why you are interested in working with Department of Social Services.

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Question 2

Tell us about a time when you used stakeholder engagement to improve an outcome relevant to this role. What was the situation, what did you do, and what changed as a result?

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Gaps

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Question 3

Give an example of when you had to work with stakeholders who had different expectations. How did you approach it and what was the result?

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Gaps

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- The outcome is present, but it can be linked more directly to public value and the role requirements.

Improvement suggestions

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Question 4

Describe a time when you managed competing priorities while still delivering a quality result. How did you decide what mattered most?

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Gaps

- The answer is too brief to fully demonstrate the role-level evidence a panel would expect.
- The outcome is present, but it can be linked more directly to public value and the role requirements.

Improvement suggestions

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- Name the action you took using first-person language so the panel can see your contribution.
- Close with a concrete result, ideally with a measurable outcome or clear stakeholder impact.

Question 5

Tell us about a time when you identified a risk, issue or gap and took action to address it. What evidence did you rely on and what was the outcome?

Strengths

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- The answer is concise, which is useful once stronger evidence is added.

Gaps

- The answer is too brief to fully demonstrate the role-level evidence a panel would expect.
- The outcome is present, but it can be linked more directly to public value and the role requirements.

Improvement suggestions

- Open with one sentence of context, then move quickly to the task you personally owned.
- Name the action you took using first-person language so the panel can see your contribution.
- Close with a concrete result, ideally with a measurable outcome or clear stakeholder impact.