



ADMIRALTY INTERVIEW BOARD

A CANDIDATE'S JOURNEY

The Admiralty Interview Board (AIB) has been selecting officers for the Royal Navy since it was established by Admiral Sir John Fisher over 120 years ago. The AIB Multistage Assessment process is designed for those who want to join the Royal Navy, Royal Marines, Maritime Reserves or the Royal Fleet Auxiliary, as an officer. The AIB is designed to establish whether you would be likely to voluntarily withdraw from naval training, as well as providing you the platform to demonstrate the personal qualities needed to be an effective officer.

01 WHAT ARE WE LOOKING FOR?

During the AIB process, you will be assessed on the following criteria:

- Motivation and Awareness
- Communication
- Teamwork and Collaboration
- Problem Solving and Decision Making
- Confidence and Resilience
- Effective Intelligence

Joining the Royal Navy is a big step. Your Initial Officer Training and any future professional training will be long and demanding, so we need evidence that you are fully committed to your choice of career. We will want to hear about what motivated you to apply to join the Royal Navy as an officer, and what steps you have taken to confirm to yourself you have made the right decision.

We will also want to be sure you understand the implications of being part of a fighting Service, and that you will be comfortable living and working within a disciplined community under a Chain of Command. We are also keen to see what drives you and how you believe you can add value to a team and the wider Royal Navy.

There is no 'ideal' or 'typical' officer. We are looking for people with a wide range of academic and practical talents; there is room in the Royal Navy for both outgoing and reserved personalities. In summary, we are seeking ambitious, driven, and motivated people, who show the potential to make the right decisions in stressful situations, and to inspire and motivate others to meet a common goal, purpose, or aim.

Your performance will be measured against set criteria. You will not be competing against other candidates, and we do not have a quota to fulfil. We are looking for the right people to join our integrated force, to protect and promote our nation's interests, and to be part of something bigger than themselves – a fighting force, a fighting team.

02 THE ASSESSMENT

The AIB is an online, Multistage Assessment process. Designed in conjunction with occupational psychologists, the AIB has been adapted to reach a more diverse audience through an online portal.

Facilitated by our contracted partners SSCL, the AIB is conducted in two stages:

- **Stage 1 – Pre-Recorded Interview (PRI).**

The PRI is an online interview which will give us the opportunity to assess your motivation to join the Royal Navy as an officer, as well as your awareness of Initial Officer Training, associated Specialist Training for your selected role, and wider Royal Navy operations. You will be asked a series of questions and will have two minutes to provide each answer. Competencies which are assessed during Stage 1 are motivation, awareness, and communication skills.

- **Stage 2 – Group Planning Exercise (GPE).**

Working against the clock, you must read the briefs provided and adopt teamwork and problem-solving skills to identify the issues and decide on the best available solution with the assets and resources at your disposal. At the end of the group session, you will be moved into a separate virtual room, where you will be asked a series of questions which centre around scenario information and changes which require dynamic decision making.

Each stage of the AIB is scored individually, which will feed into your overall AIB score. Whilst each stage is assessed separately, both are equally important, as they will culminate in an AIB Pass or Fail.

You will require a laptop or PC to complete your AIB Multistage Assessment process (tablets or smartphones are not compatible due to the requirement for a keyboard). You will also need the Microsoft Teams application, and either Google Chrome or Microsoft Edge as recommended internet browsers (latest versions). If you do not have the required IT, speak to your Careers Adviser (CA) as soon as possible as you will be able to conduct your PRI and GPE at your local AFCO.

Both stages of your Admiralty Interview Board are formal assessments and you should be dressed appropriately as if you were going to a formal face-to-face interview. Below is a list of clothing that is considered unsuitable for either stage of the assessment process:

- Sports clothing, including club shirts/tops
- Vests, singlets, beachwear, or swimwear
- Anything with offensive graphics or slogans
- Ripped clothing
- Any form of uniform (for those in any Service or cadet force)

Remember, you are applying to join the Royal Navy as an officer and it is important that you present yourself

professionally. If you still have any questions on what to wear for either stage of your Admiralty Interview Board, please contact your CA/RA in good time.

If you pass the AIB, it means we believe you have the potential to be an officer in the Royal Navy; however, it will not guarantee you will be selected for officer training. A Royal Navy Fleet Selection Board will assess all candidates who have been successful at AIB, in conjunction with the specialisations the Royal Navy determines it needs. Only those who have been selected at a Royal Navy Fleet Selection Board will be offered a place at BRNC Dartmouth or CTCRM Lympstone.



AIB MULTISTAGE ASSESSMENT TIMELINE

SSCL notification	AIB Staff will check your availability in your RITS Diary and add you to an 'AIB Cohort'. Your details will be sent to SSCL to commence the AIB Multistage Assessment process. You will stay in this Cohort as you move through the AIB process.
Invitation to complete AIB	An 'AIB Holding Notice' will be distributed to you via RITS. This means you have been loaded to an AIB event.
PRI invite despatched via SSCL (Monday, Day 1)	SSCL will send you a link to the PRI portal.
PRI assessment (Monday to Monday, Day 1 - 8)	You have a 7-day window to complete your PRI.
PRI assessed by SSCL and moderated by AIB staff	SSCL and AIB staff will assess and moderate your interview. This process will not commence until the 7-day window has closed.
GPE invite sent (Friday, Day 12)	SSCL will send you a link to the GPE portal. You will have Friday to Sunday to book your GPE (Day 12-14). GPEs usually take place Tuesday to Friday at 0900, 1100, 1310, or 1500.
GPE links sent to candidates	You should check your GPE link and conduct IT compatibility checks.
GPE Assessment (Tuesday - Friday, Days 16-19)	You will complete your GPE at your chosen date/time.
AIB scores calculated	AIB staff will produce final AIB scores and AIB Outcome Letters.
AIB results distributed (Tuesday, Day 23)	AIB Outcome Letter distributed to candidate and CA via RITS.

AIB TIMELINE			
WEEK	NO. OF DAYS	DAY OF WEEK	ACTION
1	1	Mon	SSCL send PRI invites to candidates Candidates complete PRI
	2	Tue	
	3	Wed	
	4	Thu	
	5	Fri	
	6	Sat	
	7	Sun	
2	8	Mon	SSCL assess and score PRIs
	9	Tue	
	10	Wed	
	11	Thu	
	12	Fri	SSCL send GPE booking link to candidates.
	13	Sat	Candidates book GPE slot
	14	Sun	
3	15	Mon	SSC finalise GPE schedule
	16	Tue	1st day of GPEs
	17	Wed	2nd day of GPEs
	18	Thu	3rd day of GPEs
	19	Fri	4th day of GPEs
	20	Sat	
	21	Sun	
4	22	Mon	AIB check scores and Outcome Letters
	23	Tue	RN distribute AIB Pass/Fail and Feedback Letter on RITS