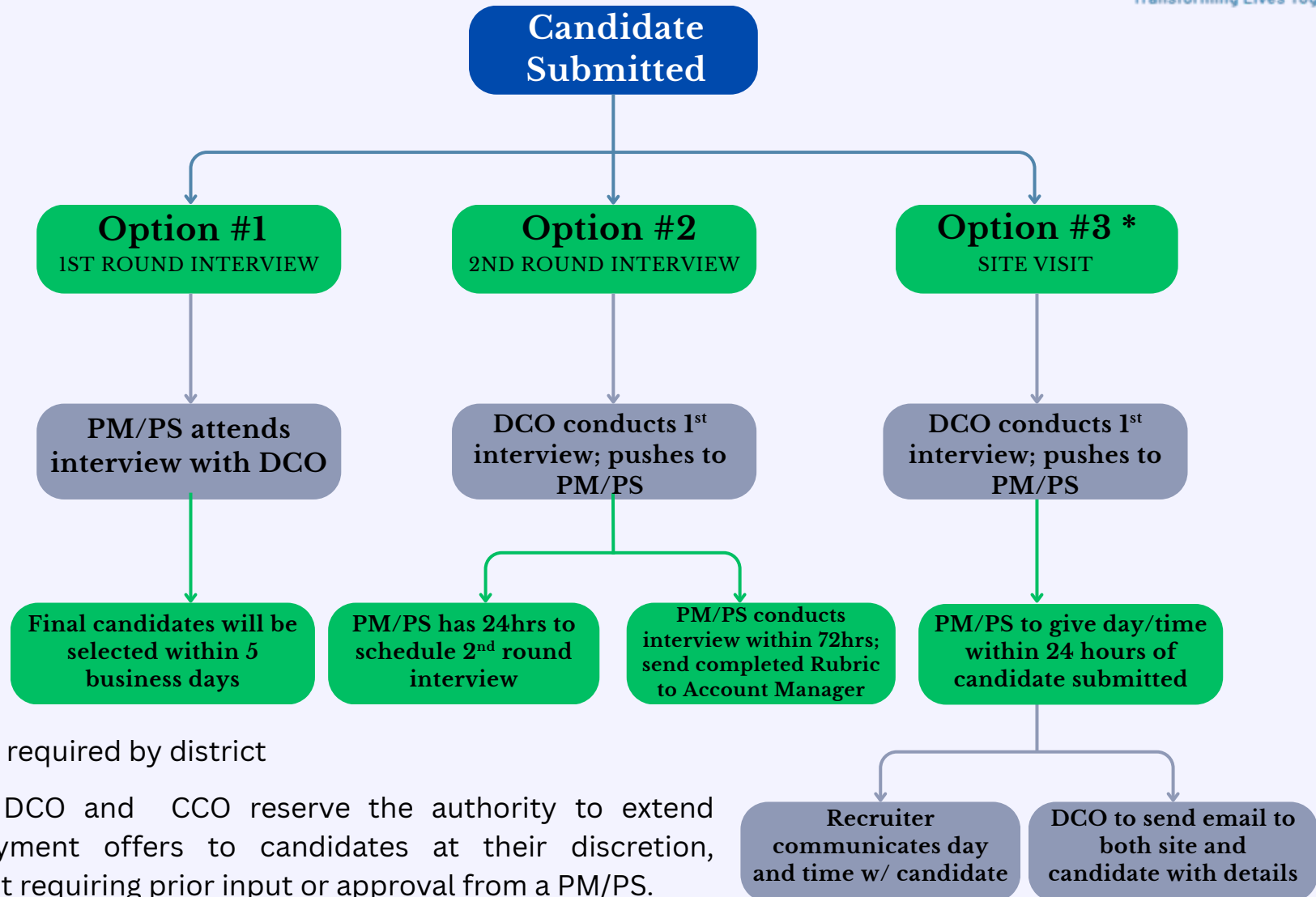


# IBSS INTERVIEW PROCESS



**THE STEPPING STONES GROUP**  
Transforming Lives Together



\*When required by district

\*\*The DCO and CCO reserve the authority to extend employment offers to candidates at their discretion, without requiring prior input or approval from a PM/PS.