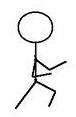
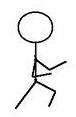
Candidate

**Assessment Centre Subject Matter Experts (SMEs)**

**Virtual Assessment Centre Process**

**Functional Experts (FEs) (Managers)**



Evaluate Process Content

Evaluate Process Content

Evaluate Process Content

Evaluate Process Content

*Figure 1:* The role of subject matter experts and functional experts in evaluating the VAC process.