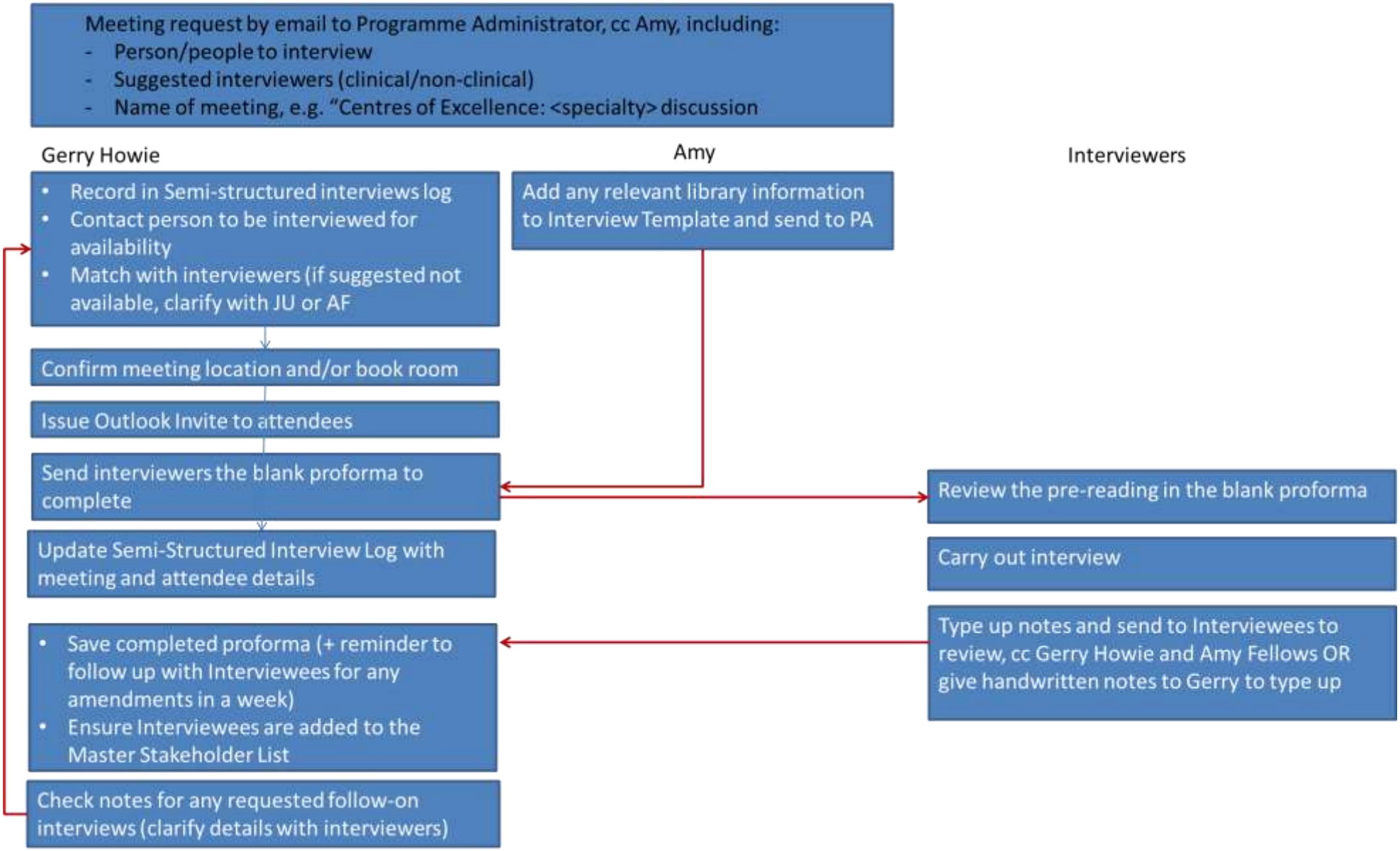Centres of Excellence Semi-Structured Interview Process