



Top Candidate Tips for Video Interview

Due to the current climate, you may be finding that recruitment processes are taking slightly longer due to remote working and general uncertainty. However, savvy businesses are using video calls to continue their hiring processes and maximise their productivity. Should you be asked to a video interview, it is important to remember that whether it's an initial chat or final stage interview, you must treat all video calls as you would a face-to-face meeting with a future employer.

- **Consider your appearance.** There are two reasons you should dress exactly as you would for a meeting: firstly, you are still making a first impression visually and representing your version of business attire; secondly, your mindset will enter work-mode in the right outfit.
- **Choose an appropriate surrounding.** Regardless of your usual home working environment, make sure you choose somewhere for you interview which is comfortable and clear from all distractions. Not only will you perform at your best when you're comfy, having rows of books or distracting art in the background can be off-putting to interviewers. The same goes for sound, so try to remove all pets, children, or other background noises from the vicinity.
- **Be prepared before you begin.** Check your equipment and do an image/soundcheck. This is especially important if you've never used the platform before. Taking the time to test things makes you seem professional and prepared, as well as avoiding the awkward 'Can you hear me?' and subsequent fiddling with laptops at the beginning of a call. The same applies to your internet connection: if you know yours is poor, find somewhere to go where it isn't to eliminate freezing and dropping the call.
- **Remember that you are on camera.** Smile, nod, and maintain eye contact as much as possible. This should be treated exactly the same as a face-to-face interview, so maintain the same engagement level as you would do across a boardroom table.
- **Have a back-up plan.** Make sure that you have to hand the interviewer's direct line, in case there are any issues with technology and you need to call them instead.

If you have any questions or concerns regarding video interviews please don't hesitate to contact the team.

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