Due to the current climate, you may be finding that recruitment processes are taking slightly longer due to remote working and general uncertainty. However, for businesses not wanting to slow down their recruitment processes, Video Teleconferencing (VTC) allows continuation of existing hiring processes.

InfoSec People manage and organise the entire process for you when pivoting your strategy towards remote interviews, sourcing the appropriate platforms, scheduling interviews and ensuring candidate preparedness. Our team are also available to help with every part of the process, from hosting calls and supporting psychometric testing to providing e-sign tooling and guiding onboarding processes.

Top Tips for Video Interviews

- **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.
- **Treat this as though you are in the same room.** Interviewers can be concerned that they may not get a true feel for somebody in a VTC interview, however this does not need to be the case. Other than a lack of handshake, a well prepared and good quality video call will feel as though you are sat across a boardroom table from each other. Ask the same questions and measure responses in the same way as you would normally.
- **Remember that you are on camera.** It can be easy to forget that you are permanently visible from the comfort of your home office but remember to behave (and dress!) as you would in person. Interviews are a two-way process and you both need to give the right impression.
- **Have a back-up plan.** Make sure that you have to hand the candidates' 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.