Video Interviews

Help:

If you have a Skype or video interview coming up, the Career Development Service may be able to provide a room for you to conduct the interview in if you don’t have a suitable space at home. You will be able to book one slot in any one week, check MyCareers for availability! Please note the usual 3 strike policy applies for missed sessions, read out cancellation policy for further details.

Why and when are they used?

Video interviews are now commonly used in the graduate recruitment process as a way for employers to quickly and fairly interview large numbers of applicants. They are often used at an early stage in the recruitment process in addition to other stages, or sometimes replacing them. Traditionally, graduate recruitment and selection processes have involved telephone or sometimes Skype interviews, however some of the benefits of a video interview are replacing these.

What is it?

Usually video interviews are conducted using specialist software from video interviewing companies such as Webrecruit, Sonru, InterviewStream, and LaunchPad Recruits. The video interview is often tailored to the company and role being advertised. Usually the process will involve being invited for a video interview, which can be conducted via a PC or portable device, you will have a set timeframe by which you have to complete the video interview. You will usually get to test the visual and sound quality prior to starting the real interview and have a chance to practice answering some questions.

What happens in a video interview?

Once you start the real video interview there is often no turning back, you cannot rerecord your answer. You will usually have approximately 30 seconds to read the question and formulate your answer before the recording starts for each question. If you finish early you should be able to move onto the next question with a click. In total, it can take up to 30 minutes to complete the video interview. Video interviews differ from Skype interviews as they are pre-recorded, whereas Skype interviews are typically conducted in real-time.

Tips on having a great video interview

Make sure the room is set up well:

Consider your environment - you want to be in a bright room, soft lighting works well so move lighting around where possible so that it is clear and bright with no glare. Try to have a plain, uncluttered background and make sure there are going to be no interruptions from housemates so also try to find a quiet place to conduct the interview.
Make sure your camera and audio is set up correctly:

It is also important to make sure your audio and visual equipment is set up well, you should have the opportunity to test this, but in either case it is good practice to get things set up correctly before you start. Set up your camera at eye level and ensure that you look into the camera and not at the screen. As mentioned before, try to light the room correctly rather than relying on the camera as a light source.

Make sure your delivery is professional:

Ensure the camera captures your head and shoulders, dress appropriately and professionally, speaking clearly and at an audible volume. It is also important to show appropriate energy, enthusiasm, smiling, and showing your personality in a professional way.

Video Interview Review

You can use the video presentation below to practice a video interview and build your confidence for this (click on the picture to go to the video). Prior to opening the video, consider which employer and role you are practicing for and set up your recording device (PC, smartphone, tablet). There are set questions which could be related to any employer/role.

You can practice and hone your performance or record in one go. You can book in for a Video Interview Review appointment to discuss your performance with a careers adviser; more details about this are available on the video. In total, you will need about 20 minutes to complete the video interview.

Information about how to record: To record content you can use the split screen functionality on the latest versions of Microsoft Operating Systems or you can play the video on a computer and record using a tablet or smartphone (or vice versa).

* Treat the video interview as you would any other interview; please us the Types of Interview Questions page to support you with this.
Once you have completed the video interview, reflect on your answers and complete the Video Interview Review Preparation Form prior to your appointment.

**Additional Resources:**

- Target Jobs – How to maximise success at video interviews
- Target Jobs – How graduate recruiters use video interviews
- Target Jobs – Expert performance tips for Skype and Video Interviews

For more information contact the Career Development Service:

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