Video Interviews

Why and when are they used?

Increasingly video interviews are becoming more and more prevalent in the graduate recruitment process. 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 process have involved telephone or sometime Skype interviews, however some of the benefits of a video interview are replacing these.

What it is?

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 no turning back, you cannot rerecord your answer. You will usually have 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.

What are the benefits of a video interview?

You don’t have to travel somewhere, you can do at your own convenience, and you can practice a life like situation. The employer then can review the interview, gather more information about the candidate’s manner and make a fairer decision on suitability to take to the next stage of the interview process.

Information:

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 our cancellation policy for further details.
Tips on having a great video interview:

Information:

Make sure room is set up well
So the day comes when you are going to do your video interview, there are some tips you can follow to support you performing at your bests. Firstly consider your environment, you want to be in a bright room which is not clutters, ideally a plain background, you want good and soft lighting, moving lighting around so clear and bright with no glare, and make sure there are going to be no interruptions.

Information:

Make sure your camera and audio is set up well
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 you can consider if your camera is at eye level, ensure you look into camera not at the screen and do not use camera as a light source.

Information:

Make sure your delivery is professional
So your room and camera are set up well, there are some tips to support your delivery. 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 levels 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. Prior to opening the file 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 split screen functionality on latest versions of Microsoft Operating Systems or you can play the video on a computer and record using a tablet or smartphone.

*Treat the video interview as you would any other interview; please use 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 nail yours
- Target Jobs – How graduate recruiter use video interviews
- Target Jobs – Expert performance tips for Skype and Video Interviews

For more information contact the Careers Development Service:

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