



Do you have a job interview coming up? 6 tips for a successful video interview



Candidates have more flexibility for interviewing during the COVID-19 pandemic than ever before. This is because interviewers can generally be more flexible with timing, you do not need to travel to attend face-to-face meetings and you have the benefit of being in a more comfortable and relaxed environment – your home.

Many companies, especially in the pharmaceutical industry, are continuing to try to work as normally as possible. This also includes conducting interviews, either for open roles, or proactively for roles that they know will become available after the crisis has died down.

Many of our recruiters have been working as ‘virtual’ interviewers for many years – this is how we cover the globe – so online interviews are not new to us. More and more companies are turning to this method and finding it useful to record interviews for future playback and sharing.

Here are some tips that can help you show companies that you are the best candidate for the job, if you are new to video interviewing:



Practice: Ensure you have looked at the requirements for the interview beforehand and know what is expected of you. If you have never done a video interview before, ask a friend to practice with you. If you don't have a friend available, ask the Recruiter to run through the technology and process with you, Recruiters are always willing to help you 'get the job!' Try to take the same approach as you would in person.



Technology: Make sure your system can cope with the requirements of the video link and have a back-up plan, if it is necessary. I have seen many candidates get on a call without a working microphone or the system glitches because of band-width issues. Be prepared for this or you may lose valuable time with the interviewer.



Be prepared for anything: You should be ready with your video link, even if the interviewer is not. Be mentally flexible! You could be in a situation where you are talking to someone who is on the phone only but they see you, you could be interviewed by a panel where you see some but not all of the participants or you don't see any of them. Make sure you have done your homework on the company, the role and have your questions ready. If you can, research some competency-based questions that may help you on the day.



Be professional: Dress appropriately and make sure you are sitting in a work-like environment. Encourage the rest of the household to be quiet if possible so that your concentration is not drawn away.



Setting: Find somewhere quiet and presentable. You need to be relaxed and pay attention to your body language, this is so important to the result of the interview. Look at the camera and make ‘eye’ contact with the interviewer and smile a lot! Since you are not in a face-to-face setting, have print outs of your CV, the job description, details of the company, notes etc. to help you be prepared. Just be aware that the interviewer will not want to see you constantly looking down.



Questions & Answers: Be prepared with your questions as you would for a face-to-face meeting. Try to memorise these as much as you can from your prior research, this always looks better. Show your interest in the role and land the job!

And good luck!



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Debbie joined CROMSOURCE in 2016 as Global Head of the CROMSOURCE flexible resourcing team - TalentSource Life Sciences Department, leading a large team of business managers and recruiters throughout Europe and the Americas. She has worked in the pharmaceutical industry since 1992, with prior roles within the management team of the FSP Department at one of the top 5 CROs, as Head of Insourcing and also has experience within a niche biometrics CRO, as Marketing and Business Development Manager.

CROMSOURCE is an international CRO providing a comprehensive portfolio of services to the pharmaceutical, biotechnology, and medical device industries.