

# SEEKING JOBS AND INTERVIEWING REMOTELY



There are numerous steps that you can undertake to give you a competitive edge and increase the chances of success in your quest to find that dream role. When it comes to conducting job searches and interviews remotely, planning ahead and taking the time to consider things like creating a dedicated interview space in your home, testing various technologies and even dressing to impress over video calls are all significant factors that can contribute to a successful journey. We cover a number of key considerations for remote job searches in this article.



## **1** UNDERSTANDING THE ENVIRONMENTAL FACTORS IMPACTING JOB SEARCH

With the challenges posed by COVID-19, job seeking remotely has become the new norm. There are numerous steps you can undertake to still find the right role despite the changes to the employment environment. Thankfully demand for employees in the health and wellbeing market has remained relatively constant throughout the pandemic due to the essential nature of these services.

## **2** THE IMPORTANCE OF REGULAR CONTACT WITH YOUR RECRUITMENT CONSULTANT

Your recruitment consultant is well equipped to assist you remotely as well. They can continue to offer advice and assistance with setting up, preparing for and conducting remote job interviews. Recruitment agencies tend to get new jobs/assignments in daily so it's important to keep in regular contact with them to optimise all opportunities.

## **3** THE MOVE TO VIDEO FOR FACE-TO-FACE INTERVIEWS

If you cannot meet with your consultant in person, video interviews are the next best thing. Video calls enable a more natural personal interaction than a phone call does and will allow your consultant and prospective employers to get a better sense of who you are and the interpersonal skills you bring to the table. Demonstrable passion and enthusiasm come across just as strongly over a video call as they do in-person so remember to let your personality shine through!

Making a difference to the people making a difference

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## 4 SETTING UP YOUR INTERVIEW SPACE

It's a good idea to create a dedicated space in your home where you will feel comfortable conducting video interviews. Find a space that will allow for minimal distractions and enable you to focus solely on the conversation with your prospective employer. Ensure that the background/ backdrop for the interview is tidy and professional and remember that everyone can see what is behind you! Every second you have in front of a potential employer is a chance to impress so give yourself every advantage possible.

## 5 TESTING YOUR TECHNOLOGY

If you have not done so already, it is a good idea to download video call enabling apps such as Zoom, Microsoft Teams and WhatsApp and start familiarising yourself with the technology.

Before every interview, ensure you do a test run of your technology. Is your internet connection strong and reliable? Do your speakers work? Do you know how to operate your camera? If you are asked to conduct a presentation, can you easily share your screen? Preparation is key so ensure that you have done everything you can on your end to ensure a thorough, uninterrupted interview.

## 6 DRESS TO IMPRESS

Dressing appropriately for an interview will not only create a positive impression on a potential future employer, but it will also enable you to adopt the right mindset and approach for a professional interview. Proper business attire will be acceptable and expected for most interviews but if you are unsure of the appropriate dress code for a particular interview, you can always ask your recruitment consultant for advice.

## 7 THE IMPORTANCE OF BODY LANGUAGE

All of the attention will be on you during the interview so it is important to rehearse your body language in front of the camera. Your consultant will also be able to provide some helpful advice on how best to present yourself in a video interview. At a minimum, ensure that the camera is at the right height showing your face and shoulders and that you maintain eye contact by looking directly into the camera. You may wish to record yourself on a trial run and play it back to yourself so that you have a degree of comfort with how you look and how you sound.

The team at Curamoir Healthcare Recruitment are always here to assist with any aspect of your job search. Just drop us an email or give us a call to discuss how we can help.

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## 8 PUNCTUALITY

Punctuality is a sign of professionalism, accountability and respect. It also conveys that you will be a reliable, committed and trustworthy employee. Punctuality is a trait that is appreciated, admired and respected. Conversely, a late-comer gives the impression that they do not value the other person's time. Our advice is to turn up for an interview comfortably ahead of time and when it comes to video interviews, be the first online. Remember, with online interviews, there is no traffic or external variables affecting your arrival time!





Punctuality within the healthcare sector will be viewed as particularly important given the fact that in the "real world" patients and vulnerable people will be relying on your availability and adherence to precious appointment times.

## 9 PREPARE YOUR QUESTIONS FOR THE INTERVIEWER IN ADVANCE

As with physical interviews, please ensure that you are up to date on your prospective employer's latest activities. Have you looked for them in the news, accessed their latest company annual report or spoken to other people within or familiar with the organisation? Your recruitment consultant will also be able to help you with examples of questions to ask.

Interviews are two way processes. The employer is looking to ascertain whether you can undertake the role you desire and whether you will be the right fit for the team and the clients you'd be working with. But an interview also creates the opportunity for you to ask any questions you may have about the role, the client base or organisational culture and what your employer is looking for in a prospective employee. Asking questions is important as it demonstrates your genuine interest in the organisation and the role.

**We have outlined a few examples of questions you may wish to consider asking of a prospective employer:**

-  • What would a 'normal' day/shift look like for me?
-  • How does career progression work within your organisation?
  - Can you tell me more about how the career ladder works?
  - Can you share any success stories of others who have previously progressed well throughout the organisation?
-  • What type of training is involved?
  - What does induction look?
  - Is the training primarily internal or external?
  - How will the training benefit my development?
-  • How would you describe the company culture?
  - How do you demonstrate the value you place on your staff?

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## 9 PREPARE YOUR QUESTIONS FOR THE INTERVIEWER IN ADVANCE

continued

- What would you consider the most challenging elements of the role to be?  
(This question allows you a chance to acknowledge challenges but gives you a window to demonstrate your determination to hit them head on)
- What do you most like about working for this organisation?  
(If they are hesitant or quiet on this topic, that may be a red flag!)
- What is the vision for the organisation?
  - Are there expansion plans?
  - What are the long-term aspirations?
- What are the next steps within the process?  
(This allows your expectations to be managed and gives you closure on when to expect an outcome)

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