

Interview advice

NHS

Professionals

International



Interview advice

Congratulations, you have been booked for a job interview. Below is some advice for a successful interview with the NHS.

1. Preparing for the interview

Preparing for your job interview will boost your confidence. We recommend you research the hospital and Trust you are interviewing for as well as the area you are relocating to. You can do this by visiting the Trust's website.

You may be asked what you know about the hospital or Trust. We advise you discuss their values, culture, and the Trust's mission. As well as their facilities and achievements. Avoid discussing the number of hospital beds and when the hospital was built as this is not what the interviewers are looking for in your answer.

We also recommend you research the Care Quality Commission (CQC) rating of the hospital.

2. Mock interview

We recommend you practise your interview before the arranged date. You can do this with a friend, colleague or with your recruiter. For your mock interview, you should arrange a specific date and time. We suggest conducting a short mock interview for around ten-minutes to learn if are prepared and to identify areas of improvement.

Please note, if you are preparing your interview with a healthcare professional who has an interview the same day as you, do not copy or repeat their answers.

We host interview preparation webinars on a regular basis – we advise you register for one of these too.

3. Promote your strengths and be yourself

In your interview, remember to mention your positive attributes and any areas you could improve in.

The interviewers will want to know:

- Your medical qualifications
- If you have completed any courses
- Received any work-related awards
- Received any relevant management and training qualifications

If you are asked a general question such as, "tell us about yourself?" – this is your time to talk for around two-minutes about your clinical experience, your achievements, and your motivations for relocating to the UK.

Have confidence in yourself and your skills. Expand your answers by providing work-related examples of your experience. Remember to speak slowly and clearly, and to pause when needed.

The interviewers will want to see your personality, so keep this in mind when talking with them. Maintain eye-contact throughout the interview, be aware of your body language and consider how this may be perceived by the interviewers.

4. Dress for the interview

You should dress smartly for the interview. We recommend you avoid wearing items that could be distracting, such as large accessories.

5. Expect the unexpected

The interviewers may ask a question that is unrelated to your experience. Do not worry if this happens – take a moment to consider your answer. If you do not understand, ask the interviewer to repeat or clarify the question.

If your interview is taking place on Microsoft Teams and the Wi-Fi connection is poor, we recommend having a back-up plan in mind. This could be changing from a laptop to a mobile/tablet device via the Microsoft Teams application.

6. Your environment

Ensure you are in a quiet room for your interview, to hear the questions clearly. We recommend you conduct the interview in a room by yourself to remove all distractions. Please be aware if you have a fan on during the interview that is quite noisy, you may be asked by an interviewer to turn it off.

7. Cultural Differences

Many healthcare organisations are made up of workers from across the world. In this diverse group, there may be some cultural differences between you and your colleagues. For example, in many certain countries, it is believed that you cannot challenge your seniors. In the UK, if you observe something that is wrong, you can challenge any person, regardless the seniority.

It is polite to make small talk in certain circumstances. An example of this is when you are waiting for your interview. In situations where you are waiting and silence feels uncomfortable, talking about light subjects like the weather, is quite common in the UK.

8. End the interview on a positive note

Thanking your interviewer at the end of the interview is recommended. Make sure you take the opportunity to ask any questions you may have about the Trust and any specific wards.

We wish you the best of luck with your job interview.

Preparing to work for an NHS Trust

If successful, your employer will be an NHS Trust, and therefore it's important that you do some independent research on the specific Trust and Hospital location that you are interviewing for. Your recruitment representative will be able to provide you with some information, but it really helps if you have used your initiative and researched the Trust in detail.

We recommend you research the following:

1. Trust Values

The values describe the core ethics and principles which the Trust will abide by. These values will be patient centred, and the Trust will expect all staff members to always demonstrate these values.

2. Trust Mission Statement

This is a brief description of the Trusts fundamental purpose. This will relate to how the Trust wish to care for patients, staff, and their wider community.

3. Understanding the area and field of work

Whilst it's important to understand the geographical location of where you wish to work, the cost of living in that area and local amenities, it is also vital that you understand the professional environment you want to work in. You should have a clear understanding of whether you wish to work in a general Nursing or Midwifery environment (medical or surgical), or a specialist area e.g., Theatres, Paediatrics, ICU, Neonatal, Mental Health, Cardiology, Cancer Services. You should then do some specific research on the Trust you are applying for and the type of services they provide to patients receiving care.

4. The 6 Cs of Care

The 6 C's – care, compassion, courage, communication, commitment, and competence – are a crucial part of Compassion in Practice. Each of the six values, which were also backed by six areas of action, carry equal weight, and focus on putting patients at the 'heart of everything' that healthcare workers do, including Nurses and Midwives. You should do specific research as to what this will mean in your role and to you.

5. NMC Code of Practice, law and ethics of Nursing and Midwifery in the UK

The Nursing and Midwifery Council (NMC) is the independent regulator for Nurses and Midwives in the UK, and Nursing Associates in England. Working as a Nurse or Midwife in the UK, you will need to follow the NMC code and professional standards of practice and behaviour. Therefore, you should do some specific research into what the code means to you. You can read the code here:

www.nmc.org.uk/standards/code/read-the-code-online/

Please note: only Nurses and Midwives should refer to the NMC information above, this is not relevant for those working as an Allied Health Professional.

6. HCPC standards of conduct, performance and ethics

The Health and Care Professions Council (HCPC) is a regulator of health and care professions in the UK. Their role is to protect the public. By law, allied health professionals must be registered with us to work in the UK. You can out more here: www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics

Please note: only Allied Health Professionals should refer to the HCPC information above, this is not relevant for those working as a Nurse or Midwife.