



National  
College *of*  
Ireland

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# FACING THE CAMERA

A GUIDE TO COMPLETING ONLINE  
VIDEO INTERVIEWS

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## Online video interviews- Tips and practice session

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Video interviews are becoming increasingly common. Candidates are usually sent a link with 4-5 interview questions that they can answer at their convenience. It is different to a skype interview in that there is no one at the other end of the camera.



**Fig 1: Tips for completing video interviews Musgrave, IBEC Global Graduates, Aryzta**  
<https://www.youtube.com/watch?v=n8q4i5FFEQk>

- There is generally an opportunity to do a practice question but once the real interview begins, you can't rewind or review your answers. You will usually have 20-30 seconds to read the question and one minute to answer it.
- Conduct the video interview in a quiet place.
- The interviewer will be able to see what is behind you so make sure the room is appropriate.
- Test the broadband, camera and microphone before starting the interview.
- Dress in interview attire.
- Some find talking to a blank screen off putting so it is worth practicing this beforehand.
- Self-recorded and YouTube video options tend to be used for sales, media or marketing roles. Candidates are invited to upload a film to showcase their personality and presentation skills.

### Practice an online video interview:

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If you have been invited to complete a video interview online (these are used by Musgrave, ESB, Bank of Ireland etc) we strongly recommend that you practice beforehand. NCI has invested in a one-way video interview tool for students and recent graduates. You will be asked to answer 4 questions (2 of which are competency questions).

**(Free of charge for NCI students- available on both desktop or mobile)**

**Log onto:** <https://www.sparkhire.com/job/e95a1bc2-3eee-49c8-86b3-e9d835a0f82c>

- As this is a practice session and an opportunity for you to review and reflect on your performance, you will have unlimited time to review the first 3 questions
- To simulate a real video interview the final question will allow you 30 seconds to review the question 1.5 minutes to answer the question and you will only have one opportunity to record yourself

## Glassdoor feedback & tips

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### *Bank of Ireland*

#### **Application**

I applied online. The process took 4+ weeks. I interviewed at Bank of Ireland (Dublin, Co. Dublin) in November 2016.

#### **Interview**

Applied online and filled out a short application, also uploaded my CV. Within 1 week I had to do a numerical exam online which wasn't difficult. About 2 weeks after that I had to complete a video interview. I was given 3 questions to answer:

- 1) Team work & collaboration
- 2) Problem solving skills
- 3) Consumer orientation

I had 3 days to complete this task where I recorded myself (90 seconds for each question) and uploaded an insight into my skills in these areas onto a server. You can practice as much as you want before you upload it but try not to sound rehearsed.

#### **Interview**

First step is to complete the online assessments, verbal and numerical, then if you succeed here you will be asked to complete an online automated video interview involving 2 questions, 30 seconds to prepare your answer and then you are given 90 seconds to answer

#### **Interview Questions**

Describe a time when you went the extra mile, in work or university or personal life.  
Describe what sets you apart from other graduates

### *Vodafone*

Next stage was the video interview consisting of 10 questions. Some questions were difficult like, If you were stuck in the lift with the CEO, what one question would you ask? You can do the questions in your own time.