The Consultant Interview

Strategies for your Success

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Caveats

- No time for Role Play / Mock interviews
- No guarantee of getting job (or these questions) – but will have better chance
- My views, based on MidYorks Trust
3 key facts

1) Interviews have 3 stages – use them

2) Interviews are like vivas

3) Preparation is essential (PPPP)
3 Phases of Appointment

- Pre interview phase
  - Application form
    - Do what it says on the tin!
    - use Job Description as a guide
  - CV
    - Tailor for the job; gloss but don’t lie!
    - Check spelling/grammar
    - Is an open book for questions
- Visit (contact)
  - The first impression starts here.
Interview phase

- Structure

  Chair
  College Rep (University rep)
  Clinicians, own and other specialty
  Manager
  Medical Director
  Chief Executive
  Medical Staffing/HR
Interview phase

- Timings – interview usually lasts 45 – 60 mins, including 10 mins for presentation
- Arrive 30 mins early!
- Interview starts in pre visit.
- Don’t drink (anything) just before interview
- Chewing gum (if subtle) useful for nerves – but get rid before called in.
Demeanor

- Formal Dress
- Cheerful, friendly
- Slightly self deprecating
- Politeness and manners
- Humour(?!)

Presentation

- Usually 10 mins
- Send ahead if possible and bring in various forms (stick, CD, paper)
- In English
- Keep to time
- Well structured
- Interesting
- Locally in context
Questioning

- CV awareness
- Technical knowledge
  - Specialty, MedicoPolitics, Trust
- Stress responses
- Situational
- Relaxed
- Soliciting your questions
Answering Questions

- Confident and cheerful but not brash
- Don’t argue excessively (but have an opinion)
- Harness any opportunities
- Respond, don’t just answer
- Be yourself (with care!)
- Remember non-verbal
  - Don’t touch face, fidget, look away, talk to wall etc
  - Do look at interviewer
  - Don’t look depressed, bored, asleep
- Inject energy according to time of day
Answering questions 2

- Best indicator of future performance is past performance – so mention strengths
- Beware white elephants and millstones
- Show you are part of team (but able to lead where necessary)
- Be absolutely patient centred and safety conscious
- Speak up and be confident – we wish you well!
Interview are like Vivas

- **Do** drop in things which show your strengths
- **Don’t** mention anything which you can’t support or which shows your weaknesses (White Elephants)
- **Don’t** bring up failures/problems unless asked (Millstones)
  - Anything you say is fair game for the interviewer to explore, so seed only good things
  - Interviewers are nervous and bored
Hot Topics

- Check in HSJ, BMJ, DH website, College website
- Trust website
- May include QIPP, Commissioning, Quality accounts, PbR, as well as Specialty reports. Will definitely include lack of funding!
- If in doubt – Google it.
Difficult Questions

- Prepare before interview
  - Weaknesses
  - Why here?
  - When ring GMC?
  - What can you bring (or, why should we take you?)
  - What are worst bits of your training
  - How do you persuade people (BBE)
  - How would others describe you
  - How do you deal with conflict – with examples
  - How do you cope with failure
  - How do you build and maintain a team

- Most difficult questions are of a generic nature and are covered in many interview books.
More questions

- Tell us of an error you have made and how you dealt with it
- What have you learned recently
- What can Trusts do to protect their services in light of PbR and PBC
- What is your vision for your service in 5 years time
- What was the most difficult decision you have made in the last 6 months and what made it difficult
- Within the team what tends to be your contribution
- How do you reach a common approach in the team when there are differences of opinion
- How will you contribute to the service and how will you measure this contribution
- Is compromise a strength or a weakness
- Describe a service development you have led or been part of.
Assessment Centres

- Online personality and communication style profiles
- Technical specification
- Team task
- Scenario with actors
Post Interview phase

- Ensure you have given 3 referees and that they are willing.
- Thank the panel
- Don’t resign until receive paperwork
- Only negotiate after getting job! (not in interview)
The Outcome

- May be partly predetermined!!!!!, but can change.

- If successful, congratulations – visit again with purpose eg office, secretary, IT, Car parking, Mentor scheme etc

- If unsuccessful you will get feedback – use this.

Preparation has often won the day, in my experience.