

AJ | ALDERSON JAMES
BUILDING TALENT TEAMS GLOBALLY

INTERVIEWING IN RECRUITMENT

FOR THE WIN!



INTERVIEWING FOR THE WIN!

Interviewing for jobs in Talent Acquisition and Recruitment can be challenging.

Here's our simple guide to how to prepare for your moment in the spotlight...

WHY ARE YOU INTERVIEWING?

This may sound stupid, but you need to be crystal clear to yourself why you're interviewing in the first place.

You're there because you WANT the job.

So let's unpack exactly why you you've been looking for a seat at someone else's table...

SO WHY DO YOU WANT THE JOB?

That usually comes down to one or all of the following...

EARNINGS



PROGRESSION

WORK / LIFE BALANCE



LOCATION / COMMUTE

EXCITING OPPORTUNITY



TIME FOR A CHANGE

...be prepared to discuss all of your reasons around these.

YOU'RE GOING TO BE ASKED ABOUT...

NETWORK

Where you operate, and how capably you own your networks of candidates and stakeholders.



COMMUNICATION

How do you come across?
What do you do to ensure optimum relationships with the people you're recruiting and recruiting for.

Experience
Interests
Projects
Delivery
Ambition
Metrics
Data

FILTER

How you define what good looks like? Make sure to be meticulous about how you qualify your submissions.



COMMITMENT

What is this all about for you?
Where do you want to get to and how do you see yourself dedicating yourself to this role or project?

THE IMPORTANCE OF BEING HONEST...

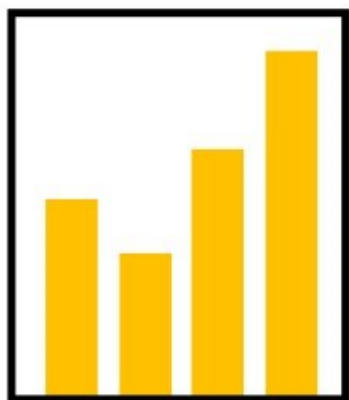
It's amazing how little white lies have a tendency to come back and haunt jobseekers. We live in a highly-connected world and our industry is noted for it's closeness.

Make sure to be pure and transparent about your career journey, achievements and accountabilities.

It's absolutely critical to the success of both your interview and the longevity of your new role!

YOU'RE ONLY AS GOOD AS YOUR STATS...

As Recruiters we exist for one core purpose. We fill jobs. Companies need to understand our fundamental capability; so be tight around what you have made happen and how you did it!



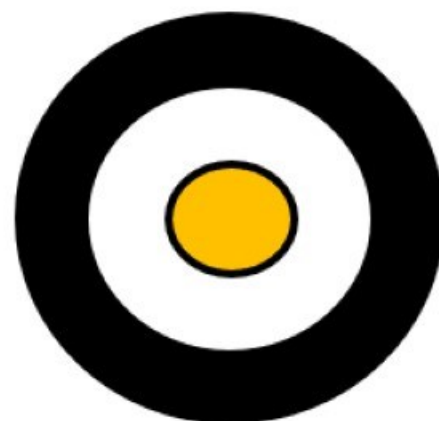
HIRES MADE

What you hired and when...



TIME TO HIRE

How long it took...



SOURCE

Where you found them...

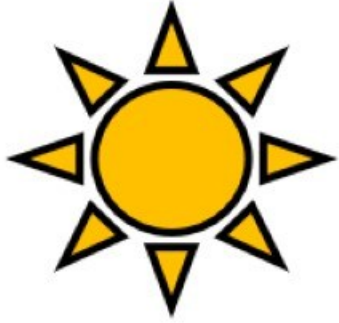


CV:HIRE RATIO

How efficiently you did it...

VIDEO INTERVIEWING...

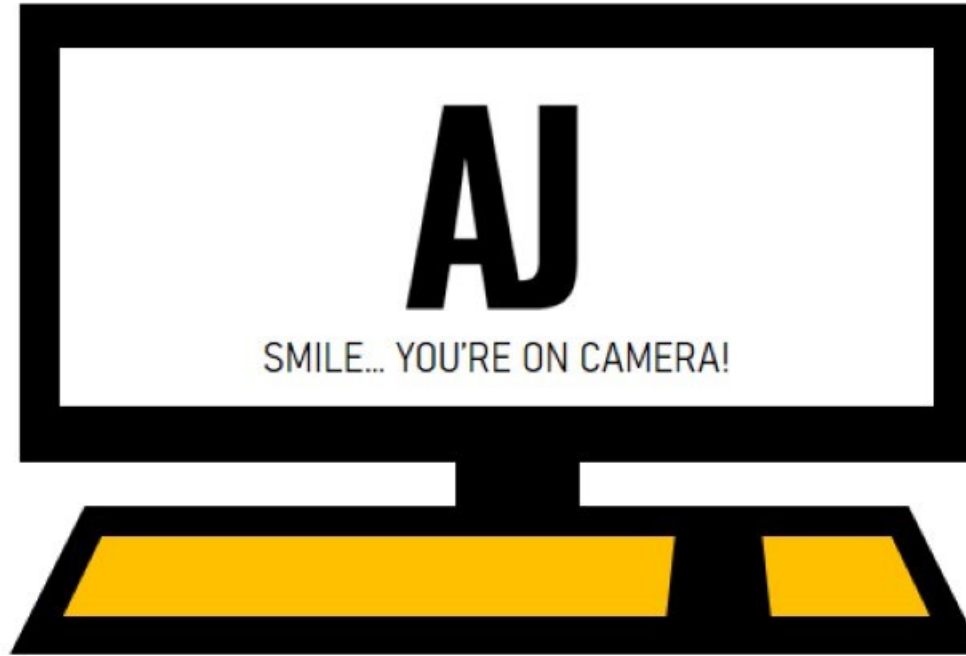
Here are some straightforward tips for getting your video interview off to a great start...



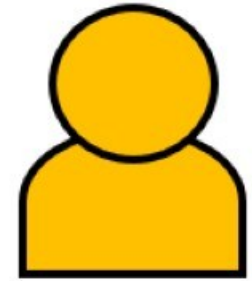
Lighting is key. You need to be seen... Make sure you're sitting somewhere bright enough to be seen!



Got that microphone on? Or are you muted? It's pretty important people can hear what you're saying...



Video Interviewing isn't the future. It's the present. More and more companies are using Zoom, Hangouts, Teams, Odoo and Hirterview to talk to potential hires. Make sure you're ready!



Position yourself to the centre of the screen, and make sure to use positive body language!



Make sure you are set up with the right Video client ahead of time, to make the call a seamless experience.

WE'VE PLACED RECRUITERS ALL OVER THE WORLD...



Here's just a few of the locations we've operated in, placing Recruiters in each of these cities...



London, Manchester, Bristol, Leeds



Berlin, Frankfurt, Munich



Amsterdam



Stockholm



Barcelona



Sydney



New York, San Francisco



Singapore

OUR CANDIDATES HAVE SUCCESSFULLY LANDED ROLES AT...



CONTACT US

Got any questions?

We're happy to help you at every stage of the recruitment process. If you have any questions about how to prepare – get in touch.

Reach out to James Wardle, Founder and Director on:

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Or

(+44) 07828 731 018

Thanks for reading!

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