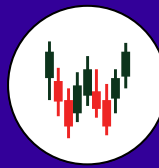




ALGORITHMIC TRADING SOCIETY
IMPERIAL COLLEGE LONDON



WOMEN IN TRADING
IMPERIAL COLLEGE

Video Interviews

A short primer

(Video Interviews)


What are they? How to ace them. Some top tips

hirevue[★]

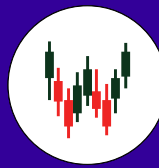
Question 2 of 6 Video Response ⌚ minutes: 3

Please describe how your skills, education, and experience will help you succeed in this position.

Response time 2:49 Done Answering



Hide Video



Let's discuss what video interviews aim to do...

“Hirevues” are self-recorded answers to set questions.

Often known as “on-demand” video interviews, you are not speaking to any live human being. **Instead, you are only speaking to a webcam, imitating a real-life conversation over a video-call.** This allows firms to interview thousands of candidates in one go without scheduling live interviews that may take up the firm’s limited capacity.

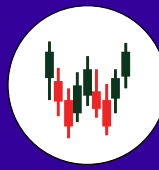
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What is important to emphasise is that a Hirevue is treated just like any other interview.

Let's read of what firms think of Hirevues...



Here's what a bank told us about Hirevues...

“Hirevues give us more capacity to look at more candidates before we make a final choice as to whether to take them forwards.

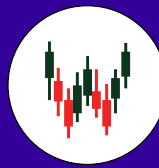
They're not the hardest part of the process but many people make it harder than it really is.”

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So, let's discuss the key aspects of a Hirevue...



What are the key points to remember for Hirevues?

There are some key fundamentals about on-demand video interviews that you have to remember...

- 1 Speak normally 
- 2 Maintain eye contact 
- 3 Smile 
- 4 Be articulate 
- 5 Be prepared like a real interview 

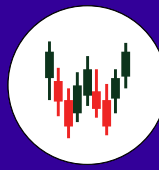
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We recommend writing these points down prior to doing your Hirevue.

First... what do we mean by speaking normally?



Speaking normally makes you human, of course...

1 Speak normally

You are NOT a news anchor or a Top Gear presenter.

You must remember to speak in a normal fashion instead of varying your pitch up and down for emphasis.

On the other hand, you cannot be monotone.

Imagine you are reviewing yourself as a prospective candidate: being monotone implies a lack of energy and desire to engage with people.

Although you might be none of the above, **REMEMBER** the reviewer **DOESN'T** know you!

Our best advice is simple:

Talk like you're having fun with your friends, talking about yourself and what you do.

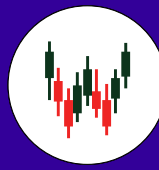
Keeping this energy shows you are social, engage well with people and can build good rapport.

Let's discuss next what people omit... eye contact!

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Having eye contact is a required trait...

2 Eye contact 🙄

In real life, you would not ignore the person you are talking to, would you?

Treat the Hirevue interview with the same respect.

Not having eye contact implies many things.

Primarily, it implies that you do not take well to novel situations, showing you may not be able to focus on clients and take the lead.

There is also another thing that it implies:

You are not original with thoughts.

A reviewer might think you are reading notes from your screen.

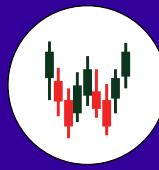
Always aim to keep eye contact and stay focused.

This is all good, but we need to smile as well...

Swipe



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Showing a smile shows you're a happy person...

3 Smile 😊

Would you approach someone who never smiles? Would you wish to work with that person?

That's why it's **IMPORTANT** to smile.

A smile shows that you are natural.

It is a challenge to smile when you are being interviewed because often the nerves get the better of us during the recording.

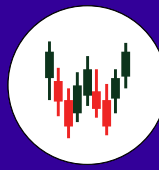
Think about it this way... **you're a good candidate to be offered a video interview already, so don't worry about anything.** Give it your best shot and smile through it, like when you finish an exam. It'll all be over so you won't have to do it again!

Now let's focus on relaying our responses...

Swipe



Right



You need to now focus on the answer itself...

4 Be articulate

Hirevues are not easy, but it is imperative that you say things clearly and succinctly.

The stress of it is obvious **BUT** continue to remain calm and hit your points!

You could think of Hirevues in the same level of spontaneity that a real conversation would have. You don't rush a conversation or speak too quickly such that the other person can't keep up.

Hirevues can be thought of in a similar fashion, albeit without a live person on the other side.

The point is: **you need to keep calm and deliver the key points required in your answer using a clear and interpretable tone.**

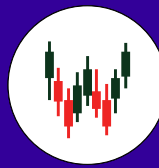
If a question starts going wrong, that's fine! **Apologise, compose yourself and carry on!**

The final point (which is obvious)...

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You need to now focus on the answer itself...

5 Be prepared, like a real interview 

Although the conversation should flow, don't think to go into a Hirevue without prep.

Not preparing is a sure-fire way to blow a Hirevue.

Hirevues mainly follow a simple yet logical structure that all firms tend to follow:

- a) Why you?
- b) Why this position? / Why this firm?
- c) Tell me a time when you...

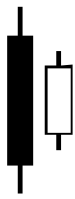
If you know these types of questions will come up, prepare some good answers. For scenario questions like c), **have a few scenarios ready for any type of scenario question you can use!**

That's it! Now you'll be able to smash Hirevues!

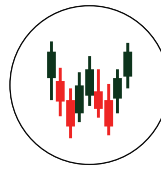
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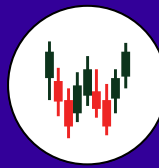


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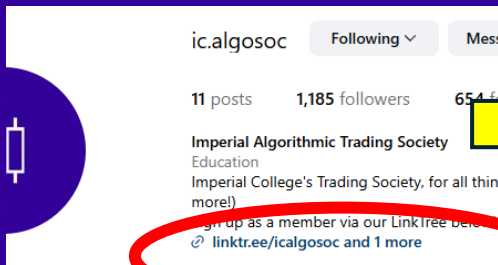
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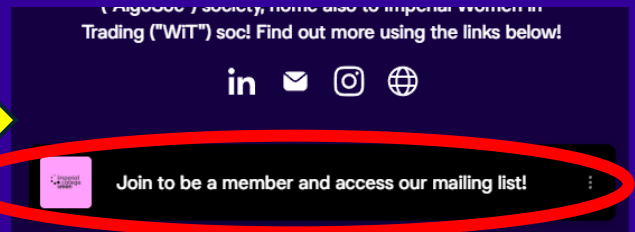
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An illustrative guide

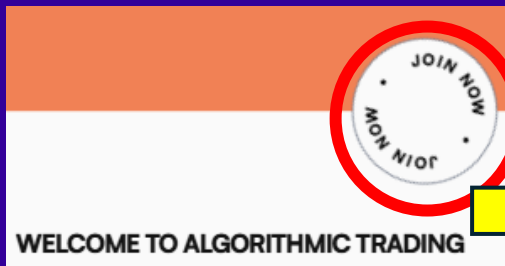
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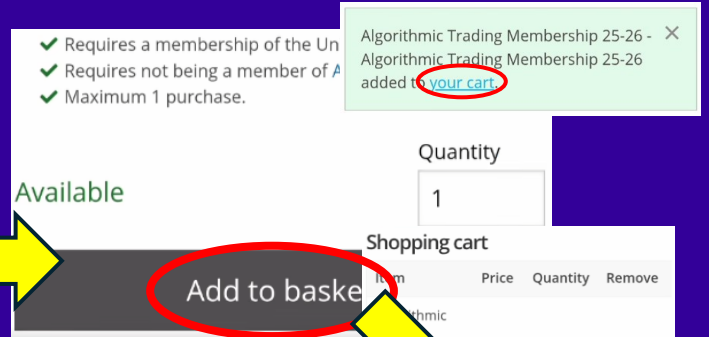
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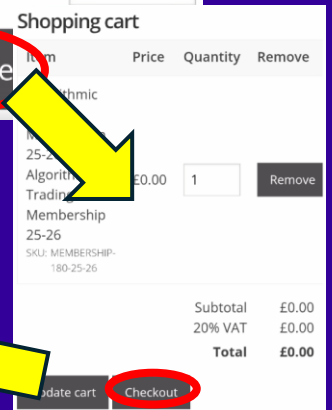
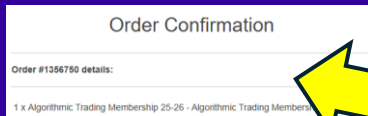
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