

Consultant Interview - Experience of newly appointed candidates

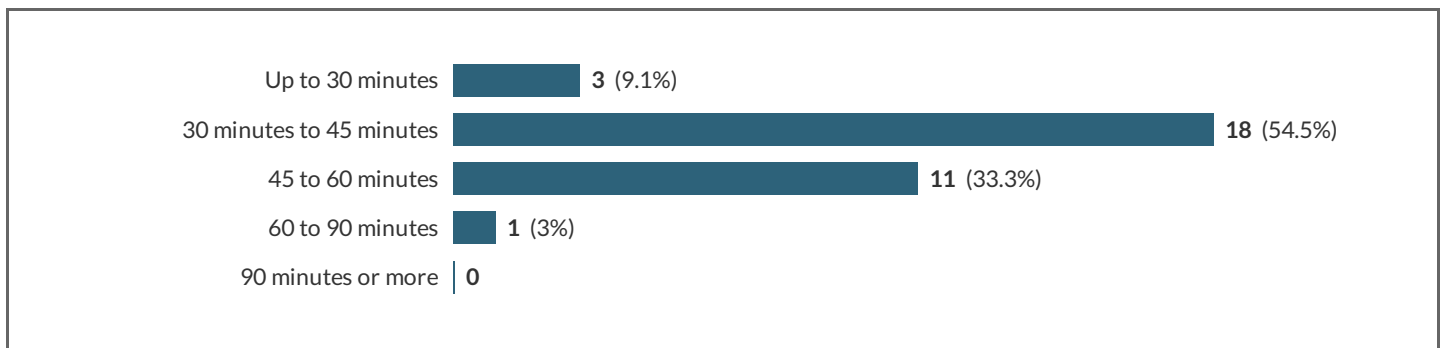
Showing 33 of 33 responses

Showing **all** responses

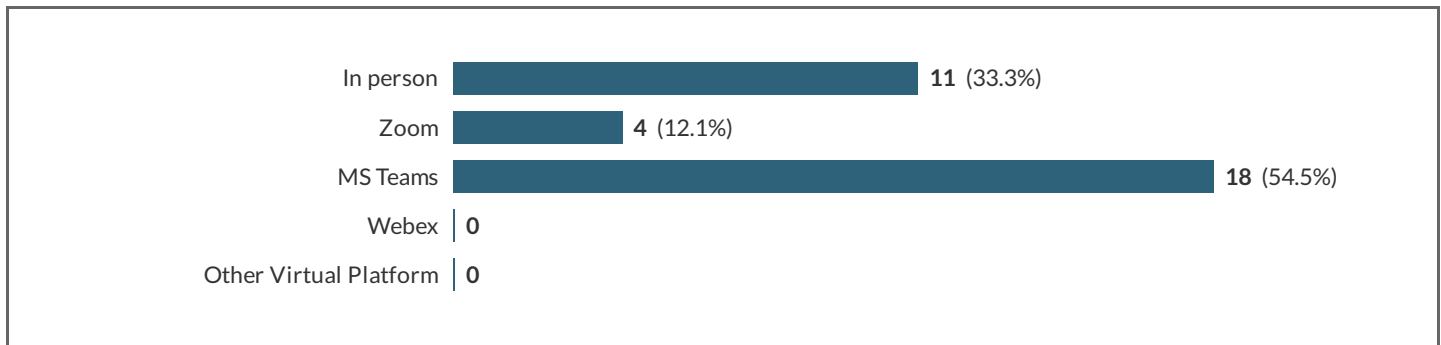
Showing **all** questions

Response rate: 33%

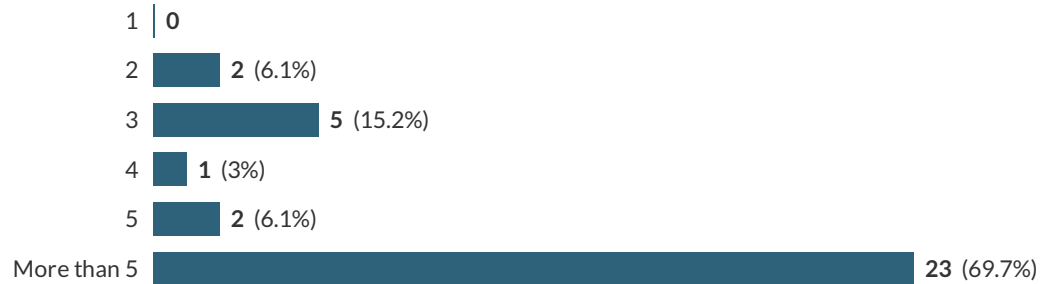
1 How long was your interview?



2 How did the interview take place?



3 How many people were on the interview panel?



4 What were the roles/ positions of the interviewers?

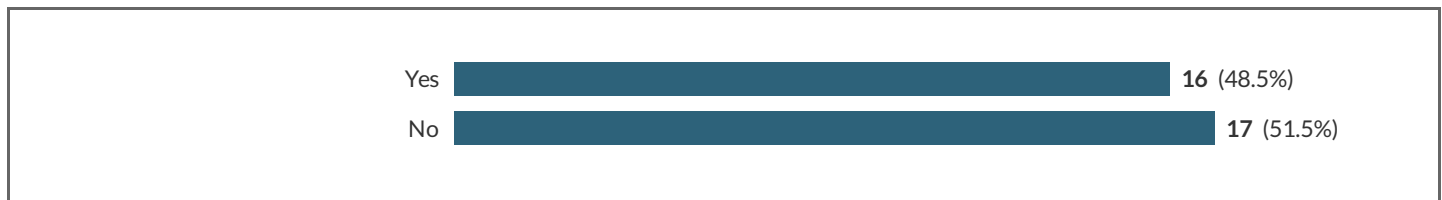
Showing all 33 responses	
Consultant and registrar	777395-777386-83296292
1st interview: - Consultant in same department - Manager - Nurse specialist 2nd interview: - Royal College rep - Service leader for department (clinician) - Divisional director of operations (manager) - Divisional medical director (clinician) - Chief medical officer	777395-777386-83333039
Departmental head. Another consultant in the department (trust lead for the subspecialty in the job plan). Academic clinician representing the university (20% university funded post). Divisional manager.	777395-777386-83333372
7 on the panel. Interview arranged last minute. No patient / service user rep	777395-777386-84365365
Some of the clinicians on panel had previously interviewed me for locum post. There were 7 on panel, inc HR rep: Lead for each specialty (x 2 specialties) Royal College of Physicians rep Deputy Chief Exec Medical Director	777395-777386-84366667
Lay person/?Board member HR rep ?Someone representing the chief exec 2 x Consultants (would be direct colleagues) Clinical director	777395-777386-84651005
Chief exec	777395-777386-84964307

Ops manager Service manager Divisional director 2 consultants including the head of department Director of nursing RCP tutor	
Consultant Clinical Lead CEO HR Business Partner Deputy Medical Director Clinical Lead Non-Exec Director	777395-777386-85531615
- Geriatric consultant (also representing the medical school) - Second Geriatric consultant - Medical director - Chair - Member of the executive team - HR representative	777395-777386-90537444
Divisional director Professor of one area Dr of another area There was meant to be the clinical director and HR lead but the had emergencies on the morning	777395-777386-90993505
chair of trust, chief exec, hospital director, medical director, 3 consultants from each team, HR, Management, college rep	777395-777386-97087198
Consultant in Public Health x3	777395-777386-97969291
Chief executive MD CD Gynae lead Obs lead college rep	777395-777386-107136381
Associate medical director Chief Finance director Clinical director RCS member Consultant from speciality x2 Lay member	777395-777386-109838917
Cons colleagues, professor, team manager	777395-777386-110268437
lay chair, royal college rep, Divisional director, clinical director, lead for service, operations manager, HR manager	777395-777386-110381889
Chief officer of people (deputising chief executive) Medical director, Clinical lead, Chief of surgery, Consultant in the department x2 HR	777395-777386-110522096

Medical Director Head of People and Workforce Non-Executive Director RCS Representative Clinical Lead General Manager Medical Staffing Manager	777395-777386-110572238
Divisional director surgery Clinical director ENT consultant AVM consultant RCP rep Lay chair HR manager	777395-777386-111128967
This was for locum - 2 X service leads and a service manager	777395-777386-111222404
Clinical Director Emergency Dept Clinical Lead Emergency Dept Consultant Emergency Dept	777395-777386-111293181
4 consultants, physiotherapist, OT and patient on zoom	777395-777386-112299219
Clinical Lead for anaesthesia x 2 Operations director for theatre	777395-777386-112531346
College rep, medical director, head of department, clinical director, general manager, CFO	777395-777386-112707396
- Clinical lead - Medical director - Chief people officer - Consultant - Consultant - Clinical director - Director of medicine - Lay Trustee	777395-777386-113156328
2 x O&G consultants (one the CD) consultant midwife Divisional director GIRFT lead - non specialty consultant Chief exec Lay chair	777395-777386-113465192
2 consultants in my specialty Head of nursing Trust board member (lay person) Chief Medical officer consultant in another specialty	777395-777386-114990038
Medical director, consultant from the department, divisional director, consultant from allied specialty, HR, university representative, lay person (cannot recall the final person)	777395-777386-115340076
Clinical lead Another consultant in dept Clinical director	777395-777386-115852377

Deputy medical director Assistant operations manager RCP representative University representative Lay chairperson	
HIV/sexual health consultant Lay RCP rep CMO representative Executive representative HR lead Divisional clinical lead	777395-777386-116564059
Medical director, clinical lead, people's officer, head of radiology, college red	777395-777386-116645484
Consultants, Clinical Lead	777395-777386-116786077
Non executive director Patient representative Chief Medical Officer A&E Consultant General Paediatric Lead Consultant	777395-777386-118257570

5 Were you required to give a presentation?



5.a If yes, please could you give details about the topic and time limit set?

Showing all 19 responses	
1st interview asked to present: "Setting up a new service" - how to choose the new service? what data do you need? who do you need to involve? No time limit was set but informally told ~10-15 mins (10 slides).	777395-777386-83333039
No more than 8 minutes How to reduce waiting times	777395-777386-84964307
- this is changing and i believe this will be stand practice moving forward	777395-777386-90537444
10 mins on developing an academic role in Gynae-Onc and Head and neck cancers in the cancer centre	777395-777386-97087198
From your knowledge of the City and Hackney Place-based Partnership, what would be your approach to ensuring that every child has the best start in life and reducing health inequalities for children in our	777395-777386-97969291

communities?"	
NA	777395-777386-107136381
Impact of covid-19 on changes in secondary care orthodontic provision: outline action plans and resources required 10 minutes followed by questions	777395-777386-109838917
8 mins on service development	777395-777386-110268437
my vision for dept over next 5 years	777395-777386-110381889
"Overcoming the challenges of developing a head and neck oral rehabilitation service." 5 minutes	777395-777386-110522096
10 minutes. How would I increase visibility, grow the service and align it with other services	777395-777386-111128967
Challenges of o&g in current NHS - 5 minute power point	777395-777386-111222404
Not applicable.	777395-777386-112531346
5 minutes Equity of access to sexual health and HIV: challenges and solutions	777395-777386-113156328
How my appointment would help develop services for the department and the wider region	777395-777386-115340076
Transforming endocrine services in a post-pandemic era: challenges and opportunities. Informed I would be given the title 1 hour before interview for preparation. 5 minutes in length, no powerpoint slides.	777395-777386-115852377
What are the key Challenges to sexual health workforce recruitment and retention and what would you do about it? 5-7 mins with 15 mins preparation before the interview	777395-777386-116564059
How to organise breast services west london	777395-777386-116645484
15 minutes presentation - The Future of Acute General Paediatrics over the next 10 years in this department	777395-777386-118257570

6 Please could you give examples of the questions you were asked. In particular please include those you found challenging or surprising.

Showing all 33 responses	
why this post, what would you like to do, link between social justice and climate crisis, what do in first three months, how to widen participation	777395-777386-83296292
1st interview - didn't make notes after, but essentially asked questions about the presentation. 2nd interview - Q. Tell me about your career, what sort of jobs you've done, which ones	777395-777386-83333039

<p>you've enjoyed the most, how you ended up where you are now?</p> <p>Q. Why did you go into Respiratory medicine?</p> <p>Q. You mentioned you had a chance to do some research and complete a PhD. Is that going to shape your future career, something that you will continue doing?</p> <p>Q. What do you think makes a great training environment and what's been the best and worst of what you've experienced? How would you as a consultant team member wish to change the training environment for the respiratory team members at the trust?</p> <p>Q. Do you see any difference in the medical junior team members and the allied healthcare professionals you might manage? Do you see any difference in the training requirement or how you might develop them?</p> <p>Q. Tell me about a service improvement initiative you've been involved in and how you went about that?</p> <p>Q. Can you tell us about a Serious Incident you were involved in or you know of in your career to date and particularly what came out of it?</p> <p>Q. Integrated Care Systems. What do you understand about them and how do you think it might impact on us as physicians in the coming years and some positives and negatives about such a system?</p> <p>Q. When is the last time you personally put a DATIX in?</p> <p>Q. Both the examples you have given have been really more about systems. Is there one thing or one experience in your professional life, or potentially in your personal life, that has significantly changed your practice, something that has had a real impact on you?</p> <p>Q. If I was to go out and talk to your colleagues, what three words would they describe?</p> <p>Q. If I was then to talk to your family, what three words would they use? They might be different.</p> <p>Q. In 5 years time, when I come to find you, if you are appointed to this role, what will I be finding you for? Obviously you'll be doing your respiratory work and will be comfortable with that, but what else would I be coming to you about?</p>	
<p>Q. Talk us through your career to date.</p> <p>Q. How do we know that the trust's performance in relevant subspecialty (asthma) is good enough?</p> <p>Q. What are your research plans if you are successful in obtaining the job?</p> <p>Q. Difficult scenario: how would you deal with a nurse colleague who refused to get tested for COVID after a known exposure (when the rest of the team had been tested) that would prevent them from being able to carry out their clinic the next day?</p> <p>Q. What is the difference between management and leadership?</p>	<p>777395-777386-83333372</p>
<p>Questions were very different from what I was expecting - more informal (perhaps because I've worked there already).</p> <p>College rep asked a very specific question: tell us about your training (no wider question, eg CAMP)</p> <p>They asked me about my very recent ARCP: What was your ARCP outcome?</p> <p>Asked me about things that were on my ARCP form.</p> <p>How did you find the ARCP process?</p> <p>What does quality mean to you?</p> <p>Asked some cost-effective / management type questions</p> <p>How is a serious incident handled?</p> <p>Talk us through a mistake you've made - give an example.</p> <p>What will you bring to this service and this trust?</p>	<p>777395-777386-84365365</p>

<p>Can you give us an example about when you've been in a leadership role? Tell us about your research experience and how it applies to your work. Diversity question - I mentioned how the Covid pandemic has highlighted the impact of diversity on clinical outcomes (eg a BAME vaccine-refuser in-patient) Asked about wider diversity issues (I'd read the diversity pledge for the service / trust). I talked about the longer stays of BAME service users compared with non-BAME. What would you do to address that? (talked about the importance of speaking openly with staff about these issues). Trust finance person asked: How can you impact on cost savings for this trust? Then the chair of the panel asked the other panel members if they had any more questions. Medical Director asked: Where do you see yourself in 5 years' time? Do you have any questions for us? (I did have one questions for the College Rep who works for one of the partner organisations.</p>	<p>777395-777386-84366667</p>
<p>RCP rep asked: Take me through your CV What would you bring to this post / trust from an educational perspective? The specialty consultant lead asked 7 questions in one go and then let me respond, eg: What do you feel the role of this specialty is in this trust? How do you see our specialty developing in future? What will you personally bring once you are here? Specialty Consultant asked: What will you bring to this dept and how do you see yourself fitting in? How do you see this specialty going forward? Our trust has recently undergone a significant organisational change - what will be the benefits of this change for this specialty? Chairman asked about equality and diversity: Have you ever changed your management due to equality and diversity issues? What would you do if a trainee came to you with an E&D issue? Med Dir asked: What are the pros and cons about the organisational change we've recently been through in your view? Covid question: What silver linings / positives going forward? Deputy Chief Exec asked: How do you deal with stress? Philosophy on leadership / what type of leader are you? How to involve the greater MDT - How would you mentor a nursing student? Do you have any questions for us?</p>	<p>777395-777386-84651005</p>
<ul style="list-style-type: none"> - How do you apply national policy and guidelines to your work - If you had £1 mill on research, how would you spend it - Teaching experience and applying it to the new post - How would colleagues describe you - How do you create a culture of transparency? - How would you continue to demonstrate the characteristics of a good Dr (paraphrasing, as can't remember exact wording) 	<p>777395-777386-84651005</p>

<ul style="list-style-type: none"> - Why do you want to join this Trust? - What outcome measures do you use (and why?) - Audit which demonstrates MDT input - Something along the lines of what do you see yourself contributing to the Trust - Equality & Diversity - they didn't ask me this directly, as it presented itself via my talking about culture of transparency - What skill do you need to improve?/Area of weakness 	
<p>Where do you see yourself in 5 years? What do you bring to this unit? Describe a quality improvement project you are proud of. Why this trust?</p>	777395-777386-84964307
<ol style="list-style-type: none"> 1. Tell us a bit about your training so far [consultant] 2. What skills will you bring to this department - Specifically with respect to the areas that, from your discussions to date, you know that we would like to develop. [consultant] 3. What has been the biggest area of weakness in your training? [consultant] 4. What do you understand by the phrase: 'diversity is a reality but inclusion is a choice' - what does that mean to you and how do you value diversity? [CEO] 5. How do you know if you are stressed and how do you deal with that? (Show us you are resilient) [CEO] 6. How did you cope with COVID and what have you taken from it? [clinical lead] 7. What do you understand by the term 'compassionate leadership' and what kind of team member are you? [HR business partner] 8. Tell me about a time that you experienced conflict with another member of staff. [HR business partner] 9. Give me an example that shows that you are more caring than the average doctor. [deputy medical director] 10. Tell me about a time when you made a clinical mistake and how you dealt with that. [deputy medical director] 11. What are three words that your friends and family would use to describe you? [non-exec director] 	777395-777386-85531615
<p>Tom</p> <ul style="list-style-type: none"> - Talk me through your CV - Talked about the department, about how it ran smoothly, then asked me - what can I contribute to the department. - Then focused on a the specifics of how I could achieve this. <p>Muna</p> <ul style="list-style-type: none"> - How do you teach within the busy constraints of a consultant job? - How do you prevent yourself from burning out? <p>Rob Haigh (Medical director)</p> <ul style="list-style-type: none"> - What is your leadership style? - What makes you angry? (Conflict question) - Do you work for the trust or at the trust? 	777395-777386-90537444

<p>- Also talked about working cross site. Alan McCarthy (Chair) - Equality and diversity question</p>	
<p>Tell us about yourself What are challenges What do you expect to do with your research day How do you think you will adapt</p>	777395-777386-90993505
<p>tell me when you have failed, talk us through your cv, example of when you made someone feel valued, challenges in waiting times</p>	777395-777386-97087198
<p>1) What attracted you to this role and why? Why are you a good fit?</p> <p>2) How have you worked with partners?</p> <p>3) What are the opportunities and challenges of working across 2 local authorities?</p> <p>FPH</p> <p>1) How would you approach professional appraisal? What are your CPD requirements?</p> <p>2) What are the development needs you have identified for the role?</p> <p>3) What challenges do you anticipate in the first few months?</p> <p>4) Do you have a recent example of something you've done to improve your job performance? What impact did it have?</p> <p>Chris</p> <p>1) What is your approach to local marginalised communities? How would you involved them in development and implementation of PH plans and programmes?</p> <p>2) Soon to change to a matrix management approach - how would you approach this and what would you do with those who thrive and those who struggle</p> <p>Hackney PHH interview</p> <p>Follow up to presentation: Sandra</p> <p>1) Describe your career journey to date. Why are you attracted to the role and what makes you a good fit? How does this fit in with your career plans?</p> <p>Follow up from Chris - how do you deal with people who don't think PH is that great</p>	777395-777386-97969291

<p>2) What does population health mean to you?</p> <p>3) Something about personal values in work</p> <p>FPH</p> <p>1) What's your preferred approach to professional development?</p> <p>2) Describe something you did to improve your job performance</p> <p>3) Describe a time when you received positive or negative feedback and how you dealt with it</p> <p>Anna</p> <p>1) How would you generate and manage demand for support? How would you maintain relationships with partners and keep them motivated?</p> <p>- Follow up from Chris - how would you deal with people feeling PHH is sucking resources out of teams</p> <p>2) How would you deal with local marginalised communities? Follow up from Chris - what's the role of gatekeepers Follow up from Sandra -</p> <p>3) How would you work across local context in C&H? Chris</p> <p>1) How would you deal with a stakeholder who is difficult and not on board with vision</p> <p>2) What is your leadership policy and style? Give an example</p>	
<p>take me through your CV</p> <p>QUIPs</p> <p>Electronic notes systems</p> <p>Trust values</p> <p>What will you bring to the department and to the trust</p> <p>where do you see yourself in 5-10yr</p>	<p>777395-777386-107136381</p>
<p>How can we improve communication with commissioners?</p> <p>2 scenarios - one wrong tooth extraction and the other trainee in difficulty</p> <p>Equity diversity and inclusivity came up too</p>	<p>777395-777386-109838917</p>
<p>All fairly expected</p>	<p>777395-777386-110268437</p>
<ul style="list-style-type: none"> - presentation (no q's) - talk through my CV - 2 questions around teaching within the dept - 1 question on trust values - 1 on making the service more inclusive - Governance scenario and what would i do next. (i/p fall second to too much sedatives) - Why this trust - What will i use my SPA time for 	<p>777395-777386-110381889</p>
<p>Take us through your CV and tell us about yourself?</p> <p>Give an example when you had to balance patient's safety, operational</p>	<p>777395-777386-110522096</p>

<p>management and finances.</p> <p>Give example when you have had to adapt a way you work? This could be due to people with differing characteristics, or due to their requirement for different levels of support or assistance?</p> <p>How you assess risk and how do you go about its management?</p> <p>Tell us how would you contribute to the trust's strategic themes?</p> <p>Tell us about feedback you received that affected/changed your clinical practice in the past year.</p> <p>What are your plans regarding research?</p> <p>Tell us about your teaching experience.</p> <p>How would you achieve effective leadership?</p> <p>How do you manage underperforming colleague?</p>	
<p>RCS Rep - Why orthodontics? Why secondary care?</p> <p>Clinical lead - You will be receiving a lot of transfer cases in this new job, what will you do if you don't agree with the treatment plan? What records would you collect and why would you collect them? What qualities should a consultant have? What are the quality indicators for the speciality? How would you set up a new service (ortho-restorative)</p> <p>General Manager - How would you improve patient flow in the department? How would you reduce RTT waits to 52 weeks (currently at 78 weeks) without using the therapist model which we are currently trailing</p> <p>Medical Director - Tell me about a datix you have had recently?</p> <p>Workforce lead - Tell me about a time you have had a conflict with a colleague?</p> <p>Non-executive director - what are the strengths and weakness of the trust?</p>	<p>777395-777386-110572238</p>
<p>safeguarding question - a family don't believe the diagnosis and are not compliant, what would you do?</p> <p>Tell me about how you would prevent serious incidents in the department.</p> <p>Tell me about the demographics of the area.</p> <p>Tell me about your CV, with regard to your strengths and weaknesses.</p> <p>Tell me how you would rise to the challenge of integrating into the department.</p>	<p>777395-777386-111128967</p>
<p>I had my *presentation*</p> <p>Think it was ok</p> <p>*Talk me through your cv*</p> <p>Ok I think...I said my biggest acheivement was getting some teams enabled computers in the postnatal office...small scale everyday wellbeing</p> <p>□</p> <p>*Tell me how you would be good on a high risk lw*</p> <p>I could have been a lot more specific, I basically just said I work at newham it's birthrate and high level of complex pathology including</p>	<p>777395-777386-111222404</p>

Newham its intricate and high level of complex pathology including cultural complexities and said I was acting up etc and I'd been an SR forever (maybe should have said fibroids, messy abdos, talking about involvement in prompt/sim and involvement in some working groups and governance stuff. Could have also said that having extended time in higher training as Ltft had benefits in professional maturity etc). The question was interestingly from the service manager, who used to work at newham

Tell me about a gynae complication and how it's changed your practice
 Used the time BS tied off a ureter but everyone thought it was me - this is not what I said obv - but talked about increased use of pre op and intra op stenting rather than reliance on CT urogram - we shouldn't be diagnosing post operatively if there's any suspicion

From service manager:

What would you do if you had a full list (clinic/theatre) and needed to go attend an emergency or help a colleague in theatre

Talked about task focus on the clinical emergency and to delegate the operations logistics to service manager but try to maintain patients and clinic staff trust/experience so being honest and realtime updates etc

Tell me about your weakness

Talked about being a bit ADHD (I used the term effervescent) about things spilling out of my brain before necessarily being fully formed - sometimes need speech and written communication moderating and I recognize this. Also insight into needing to collaborate with people with good attention to detail and metrics

How soon til you can start - they circled this a lot on the mark sheet ☐☐

1. Why would you like to work in that particular trust.
2. What are the trust strategies and how you will enhance them.
3. What challenges will you face as a new consultant
4. What will be the challenges to start during winter
5. How does this particular post suit you e.g. 6 months Locum cons
6. If your ambulatory area is full and you have 2 patients only waiting to be seen in the SDEC, how will you manage the scenario.
- 6- What is teamwork and can you give us an example, where you have demonstrated it.

777395-777386-111293181

1. Tell me about your experience related to this post
 2. Why do you want this job?
 3. What can you bring to the team?
 4. How do you know you are a good team player
 5. Tell me about a time you experienced conflict at work
 6. What communication skills do you have that make you a good communicator
 7. How will you maintain a work/life balance and how do cope with stress
 8. What will the challenges be for you in this job
 9. Tell me about a time you implemented a change at work
 10. How would you improve outcomes for the department
 11. What impact has covid had on kids and How can the trust tackle the impact
 12. How do we balance teaching and service provision
- And some more which I can't remember but they were specific to adolescent health

777395-777386-112299219

<p>Questions were condensed: i.e. how does your training prepare you for working here, and why do you want to work here as one condensed question. So I answered more questions than I was expecting.</p> <p>I didnt prepare for the SI question.</p> <p>What issues are impactful to this hospital as a complex major surgery hub?</p> <p>How will you teach a variety of staff in this hospital, nurses, ODPs, Theatre assistants, not only doctors.</p> <p>Tell us an example of a quality improvement project.</p>	<p>777395-777386-112531346</p>
<p>the CV question, what is your proudest achievement, how are we going to deal with the challenges in endosocpy, is there anything you’ve done to improve efficiency in endosocpy, how are you going to help with gastro in acute medicine, what is your responsibility to EDI, tell us about your leadership experience, service development and what is cost effectiveness, what lessons were from covid, why do you want to work in this trust.</p>	<p>777395-777386-112707396</p>
<p>Take us through your CV Take us through a time where a colleague experienced discrimination and how you helped them? Tell us about the last time you made a change to patient safety? How can we access neglected groups and how would you plan a service to provide HIV PREP to African patients? Where do you see yourself in 5-10 years? Tell us about your teaching experience? What do you understand by leadership?</p>	<p>777395-777386-113156328</p>
<p>Talk through CV Why LW lead not just O&G How can you ensure care is safe and personalised What do you mean by psychological safety Dealt with conflict Made a mistake Have you had enough training, where are your gaps? Trust values - how are you safe and then which value do you feel describes you best What are the challenges for an outstandingly rated hospital Challenges of expanding a consultant body and everyone being very subspecialised / new to the team? What would you change here?</p> <p>Research examples in mat Med Discuss your QI / management experience How would you improve OP efficiency / backlog Difficult conversation example How do you reach diverse communities How do you keep your skills up to date How do we know we’re not the next ockenden site (from the CEO) - who do I need to employ to ensure my hospital rep is safe</p>	<p>777395-777386-113465192</p>

<p>1. How do you know you are a good doctor, what evidence do you have for that</p> <p>2. You don't agree with your clinical leads management, and they dismiss your concerns, what would you do next?</p> <p>3. Tell me about the big issues you envisage within our specialty, and what can we do to change this</p>	<p>777395-777386-114990038</p>
<p>Challenges of the services I propose to develop, questions related to teaching involvement and research involvement, questions about a particular paper I wrote, personality trait questions. I found it difficult to comment on what is the difference between the populations the two different hospitals I would be working at</p>	<p>777395-777386-115340076</p>
<p>Take me through your CV with specific emphasis on your suitability for this job.</p> <p>What makes a good educational supervisor.</p> <p>The recent GMC survey found majority of trainees are unhappy. What do you understand by the meaning of resilience?</p> <p>How would you tackle the current outpatient backlog in endocrinology without more funding?</p>	<p>777395-777386-115852377</p>
<p>1. tell me about your training and how did it suit this role</p> <p>2. have you been involved in a serious incident . Can you think of one made by the team and it was resolved?</p> <p>5 sex worker who has primary Syphilis refusing treatment Who will you involve and how do you proceed?</p> <p>6 why do you join the Trust and how does BHR fit into the NHS generally? - the second part of this question I found more difficult to answer</p> <p>8 how would you develop your teaching skills in this role?</p>	<p>777395-777386-116564059</p>
<p>Clinical error, tell us about your training, can you describe what some of the issues with screening moving locations may be, should all patients have oncoplastic breast surgery</p>	<p>777395-777386-116645484</p>
<p>Given the increasing workload we are currently facing, do you have any ideas on how to improve the service we are providing within our department?</p>	<p>777395-777386-116786077</p>
<p>What are your motivations for applying to this trust? Talk me through your CV? How would you set up a new ambulatory service? What can you bring to the hospital and department apart from your clinical acumen? Talk me through a recent complaint you have been involved with or investigated and how you managed it? How did you support the people involved? How would you break bad news to a patient and family? Talk me through how you can demonstrate that you share the trust values?</p>	<p>777395-777386-118257570</p>

7 What are your top tips for trainees going through this interview process?

Showing all 32 responses	
prepare and practice, attend these workshops	777395-777386-83296292
Practice	777395-777386-83333039
Practice	777395-777386-83333372
<p>Don't think it's appropriate to ask about job plan / start date at interview. Only had 4 day's notice of interview date.</p> <p>The online application form takes ages. Prepare it in advance as much as you can.</p> <p>I really hated the whole process of trying to sell myself (pre-interview visits, application form, the interview) and started to doubt whether anyone would actually want to hire me.</p> <p>Don't worry about the panel being 'hostile' towards you.</p> <p>Need to start preparing at least 6 months before the grace period.</p> <p>I emailed the Clinical Director to let him know that "I'm finishing training in 6 months and I want to work here".</p> <p>Over the next 6 months I did what I could to make myself look very appointable (attending meetings, taking on projects).</p> <p>I realised that it's completely normal and a part of the process to reach out and tell people that you'd like to work there.</p>	777395-777386-84365365
<p>I had a consultant interview previously and didn't get it. I wasn't as strategic and hadn't prepared enough.</p> <p>I did the ISC medical course. However, I found the 1:1s much more useful (PSU and ISC medical 1:1s).</p> <p>Make sure you prepare plenty of examples for questions asking about team work / leadership / etc</p> <p>Speaking to the panel in advance was really helpful - they give you a lot of tips.</p> <p>Do some interview prep with consultants.</p> <p>When preparing your interview answers, it's really important to practise saying your responses out loud - not just in your head.</p>	777395-777386-84366667
Would highly recommend the interview coaching practice available via HEE, including the "open mic" sessions	777395-777386-84651005
Practice	777395-777386-84964307
Prepare examples and practise talking with confidence about what you've done, what you've learned.	777395-777386-85531615
<ul style="list-style-type: none"> - have an example for every scenario - practice out loud 	777395-777386-90537444
Practice and meet the people at the place you want to work to find out the issues that are important to them	777395-777386-90993505
practice out loud, get used to your cv and think of examples that relate to the trust values	777395-777386-97087198
understand your prep style, do you prefer to have answers up your sleeve or be more fluid. For me it worked better to listen to the question, note 3 points i wanted to make. then sneak	777395-777386-97969291

points I wanted to make, then speak	
be relaxed and be honest with your answers	777395-777386-107136381
Practice, practice, practice and stay calm! Presentation is actually a good thing means you're in control and gives you time to relax a bit before the questions begin.	777395-777386-109838917
Prepare!	777395-777386-110268437
Really spend time developing your own personalised examples into answers that cover the key components of the topic - my feedback was that they really believed my examples practice practice practice and avail of mock interviews etc	777395-777386-110381889
Ensure you read trust's value and how you're going to , strategic themes and corporation projects. Read any board reports (can be found online) or annual reports. CQC inspections. Equality and diversity question is a common one.	777395-777386-110522096
One to one practice with HEE is very useful The questions won't always be what you what you expect but as long as you have lots of examples you can adapt Pre-interview meeting a really important - you will get an understanding of what the trust/departments, want and need	777395-777386-110572238
Read all the Trust documents. Practise speaking out loud	777395-777386-111128967
-Get used to the interview style Q&A with lots of practice in CAMP, BARER, SPIES structure. This will not only get you fluent, but also address the anxiety you can experience with an unexpected question. -Certain level of anxiety is very natural on the day of interview, but don't let that spoil your chances of success. Just being yourself can win you more chances of getting the post.	777395-777386-111293181
Practice and use this service. Trevor was incredibly helpful and knowledgable and such a positive support to build my confidence, understand the job description, realise my strengths/selling points and provide structure to my approach to questions. Thank you	777395-777386-112299219
Practice +++ This is just like a viva exam.	777395-777386-112531346
Make sure you do a pre interview visit, attend an HEE/sector course, practice your answers,	777395-777386-112707396
Practice, practice, practice and make sure you use examples?	777395-777386-113156328
Don't get too caught up in learning the structure / format - be yourselves. Remember that each question is an opportunity to tell them something about yourself - I found this came more naturally via short anecdotes that 'show you who I am' rather than being very obviously telling them each quality that I have	777395-777386-113465192
1. definitely speak to everyone on your panel they will give handy tips 2. see if you can speak to anyone who has had an interview with the trust recently find out what they were asked 3. look at the trust values, strategies 4. get some practice with colleagues	777395-777386-114990038

4. get some practice with colleagues	
<p>Be well prepared, attend a course and coaching sessions, read about the specialty related quality outcomes and issues, ask consultants for advice on hot topics, read the BMJ news to address current challenges. Be yourself !</p>	<p>777395-777386-115340076</p>
<p>Contact the department early - even before you put in an application to show interest and gain valuable information about the job.</p> <p>If shortlisted make sure you meet as many people on the panel - ideally in person as possible. All of these meetings provide tips and info that you can use at interview.</p> <p>Know the trust's statistics, recent CQC outcome and strategy - this is heavily emphasised throughout the interview.</p>	<p>777395-777386-115852377</p>
<p>Focus on practicing interview questions, particularly introspective /story questions rather than general NHS type qus and the presentation.</p> <p>Try and relate each question to their department/trust.</p>	<p>777395-777386-116564059</p>
<p>Practice! Talk out loud through your ideas with a friend</p>	<p>777395-777386-116645484</p>
<p>Practice speaking out loud responses to interview questions as much as you can. If you have a virtual interview, make sure you practice what you look like on camera (background, angle of camera, lighting etc) before the interview.</p>	<p>777395-777386-116786077</p>
<p>Meet with as many people as possible in the 'informal meetings' prior to the main interview. Have HEE 1 to 1 interview coaching sessions - extremely useful.</p>	<p>777395-777386-118257570</p>