

Your HireVue interview with TCS

Q1 What is HireVue?

A. Digital interviewing is a modern, new way to interview. You simply record your answers to pre-set interview questions using either a computer and webcam, or your mobile device. After the interview, your responses will be reviewed and we will evaluate your skills and expertise.



The benefits to you:

- No wait time for interviews- interview straightaway!
- Flexibility - interview when and where you like, on desktop, mobile and tablet devices.
- Easy to use, accessible interviewing process.

Q2 How do I Interview?

A. You will be receiving an email inviting you to your online interview. Click on the link to launch your interview and you will be guided through the process.

There are a number of oral and written questions that you will need to answer, so make sure you are using a device you are happy to type on.

Q3 What types of devices can I interview on?

A. You can choose to take your HireVue interview on a computer or mobile/tablet device. You just need to ensure you have a forward facing camera, microphone enabled and a reliable internet connection. If you are interviewing on a mobile device, you can download the HireVue app for free. Simply search for the app in the App store or on Google play. Once launched, you can follow the link from your email to start your interview. Please ensure that you have sufficient memory on your mobile/tablet device to download this app.

Q4 When & where can I interview?

A. You can interview anywhere, at any time that suits you! However, please make sure that you are in a quiet environment with no distractions so you can concentrate on your interview. We recommend you complete the interview within 7 days of receiving your invite, to make sure your file is cleared for work as quickly as possible.

Q5 What format will the interview take?

A. The interview should take around 30 minutes to complete and will require you to answer a series of competency based questions to assess your knowledge and skills. Some questions will require a typed answer, you will be notified when this section of the interview takes place. Questions will be asked that are relevant to the role you are applying for but will cover areas such as working with patients in the community setting, safeguarding, dignity and respect, professional boundaries and lone working.

Q6 What shall I wear for my interview?

A. Please dress appropriately and present yourself as you would for any face to face interview.

Q7 Can I practice interviewing first?

A. Yes you can, once launched you have the option to try a practice interview so you can become comfortable with the format.

Q8 What happens if I get interrupted in my interview?

A. Although we would advise you ensure there are limited interruptions during your interview, if you do have to pause your interview, don't worry. You can return to it at any time by clicking on the link you have received in your email invite. You also have 2 opportunities to answer each question.

Q9 Do I have to be recorded?

A. Yes. We cannot accept interviews if you are not on screen, so please don't cover up the camera in any way. If you are finding the video on screen distracting, there is an option to hide your video in the left hand corner of the video screen - this will grey out the filming screen slightly, but we will still be able to see you.

Q10 What happens when I finish my Interview?

A. Once you have finished interviewing, your interview will automatically be sent to TCS for review by our team of Registered Nurse Recruitment Consultants. If your interview is successful, your recruitment consultant will be in touch.

Q11 What should I do if I have any questions regarding HireVue or any other element of the recruitment process?

A. If you have any questions about the interviewing process, just give us a call on 0345 120 5280 and we'll be happy to help.