



The Royal  
Australian &  
New Zealand  
College of  
Psychiatrists



Victorian Branch

## VICTORIAN PSYCHIATRY TRAINING COMMITTEE

### VIDEO INTERVIEWING FACT SHEET

This factsheet is designed to assist applicants to understand the one-way video interview process and surrounding expectations.

#### **When should I complete my video interview?**

Video interviews are able to be completed only from 10am Tuesday the 31<sup>st</sup> of May till 5pm 3<sup>rd</sup> June 2022 AEST. Video Interviews are considered Step 8 of the application process, and all other steps should be finalised and completed prior<sup>1</sup>.

#### **What is involved in the one-way interview?**

Using VidCruiter, a specialist video recruitment platform, applicants will record their responses to predefined interview questions. This is completed through your regular web-browser.

#### **How long will it take to complete the video interview?**

The interview itself will take approx. 30 minutes to complete. However, please set aside approx. 45 minutes so that you can test your webcam and re-record any questions if necessary.

#### **How much time do I have for each question?**

There are 5 questions in total. You will be provided with 1 – 2 minutes reading time depending on the length of the question and between 2 – 5 minutes to answer each question; a countdown timer will appear on the screen to clearly indicate time remaining.

#### **Will I have the questions ahead of time?**

No, just like a regular interview you are not presented with the questions ahead of time.

#### **Can I re-record questions?**

Yes, but only once per question. You do not have an unlimited number of attempts.

#### **Can I pick the 'best' answer?**

No. You will have the opportunity to re-record your answer to each question once only. You do not have to do so if you are satisfied with your initial recorded answer. If you do choose to re-record your response, this will override your first recorded attempt and you will not be able go back and choose to submit your first attempt instead of your second.

#### **Who will review the interviews?**

Two members of the VPTC will initially watch and assess the video interview. Mental Health services will also be offered an opportunity to watch the interviews from the 13<sup>th</sup> of June, but only for those applicants who have applied to their service.

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<sup>1</sup> Referee reports can be submitted up until 5pm the 3<sup>rd</sup> of June. You can still undertake your video interview if waiting on this.

### **Can I practice testing my audio/video equipment?**

Yes. Once logged in to the platform, applicants will be given a practice question, to familiarise themselves with the platform and test their audio and video equipment.

### **What if I experience issues on the day?**

If you experience technical issues during your interview please contact Vidcruiter using the button that appears on the bottom of each screen within the video interview platform. Vidcruiter provide 24/7 support.

Technical difficulties?



You can also contact the PMCV via email to [allocations@pmcv.com.au](mailto:allocations@pmcv.com.au) for support during business hours, however for technical queries please contact Vidcruiter in the first instance.

## **GENERAL TIPS**

- Review your environment and surroundings. Is the space well lit? How do you look in the lighting? What will the interviewer see in the background? Do you have housemates? Let them know you'll need quiet time for your interview and post a reminder on the door.
- Complete the interview on Desktop or Laptop with a webcam. It is not recommended to use your phone.
- Remember to turn off your phone, apps, and other programs that might interrupt the interview.
- Give yourself around 10 minutes to collect yourself and do any last-minute preparations.
- Remember good posture and non-verbal communication.
- Focus on representing eye contact with your interviewer by looking at the camera.
- Speak in a conversational voice, just as you would in an actual interview situation.
- Dress as you would for an in-person interview.