



Mastering Online Job Interviews in the IT Industry

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Job interviews are, for many, an ordeal that encompasses feelings of insecurity and uncertainty, especially if any of the surrounding circumstances are new to you. Similarly to how our daily work lives have become increasingly virtual, so have recruitment processes, and interviewing for a job via Zoom or Teams is no longer uncommon. When interviewing for a job online, what should you be aware of? How do you best prepare and what does it take to succeed virtually?

Mutual evaluation

The recruitment process will vary from company to company, but the interviews follow a typical pattern and have a similar structure. First of all, you need to realize that the interview is a two-way street. You are not the only one being evaluated. You are “interviewing” the company too. You should list your priorities and prepare a series of questions to assess if the position you are applying for will be an excellent match for you. The meeting should cover all of it.

Honesty

Secondly, you need to be honest with the interviewer and talk through your worries if you have any. Recruiting is all about building a strong relationship based on trust. If you change your mind, just give us a call before meeting with the hiring manager or before accepting the offer. When agreeing to the next steps, make sure you are fully committed, do not lead us on. We would never do that to you.



The art of preparation

The interview is a fantastic opportunity to showcase your personality and accomplishments. The online format should not get in your way of doing just that. An interview can be stressful and nerve-racking. You have to take into consideration additional factors compared to the face-to-face interview. Here is how you can prepare for an online job interview:

1. Follow a checklist

Test the chosen device before the interview time – punctuality is a sign of professionalism and a wonderful trait in a person.

Dress for success – choose an outfit that feels like YOU. Clothes may give you a boost of confidence if you feel comfortable in them.

Write out a few notes about the projects you were involved with and the technology you used. Your CV will be the base for the conversations, but you need to work on your storytelling skills to introduce yourself effectively.

Reread the job description – be sure you know about the company and the project itself. Tie your skills and accomplishments with the listed requirements.

2. Be fully present

Being interviewed remotely can be challenging, so try to reduce distractions to the bare minimum. Focus on the conversation rather than your buzzing phone or pop-up notifications.

“The eyes are the window to the soul” – It is easy to let your eyes wander but avoid the temptation to look at yourself on the screen. Look into your camera, directly at the interviewer (you can sneak a peek from time to time, we are only human).

3. Master your introduction, your “digital handshake”

First impressions are almost impossible to reverse or undo, so be sure to get it right: do not be afraid to small talk and smile.

4. Be a good listener

Poor connections can sometimes interfere, and the conversation may go sideways when you are talking simultaneously or interrupting each other. Let the interviewer take the lead and go with the flow. Ask for clarification if you did not hear or understand the questions.

5. Watch your time.

Share all the information you think they will need but be precise and highlight your experience and skills required for the job.

6. Prepare questions.

Focus on what you are looking for and why and ask about the next steps and timeline of the recruitment process.

7. Make sure to close the app before you do something.

You do not want to be seen or heard when the interview is over.

Hopefully, using the abovementioned “tricks” will make you feel more confident during the recruitment process. You should remember that the crucial identifiers for a positive evaluation of the job interview are the candidate’s mental stamina, drive, and motivation. The more prepared you are, the easier it will be to show us who you are. Put in some work as practice always makes perfect, and you will be ready to make a great on-screen impression in no time.

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