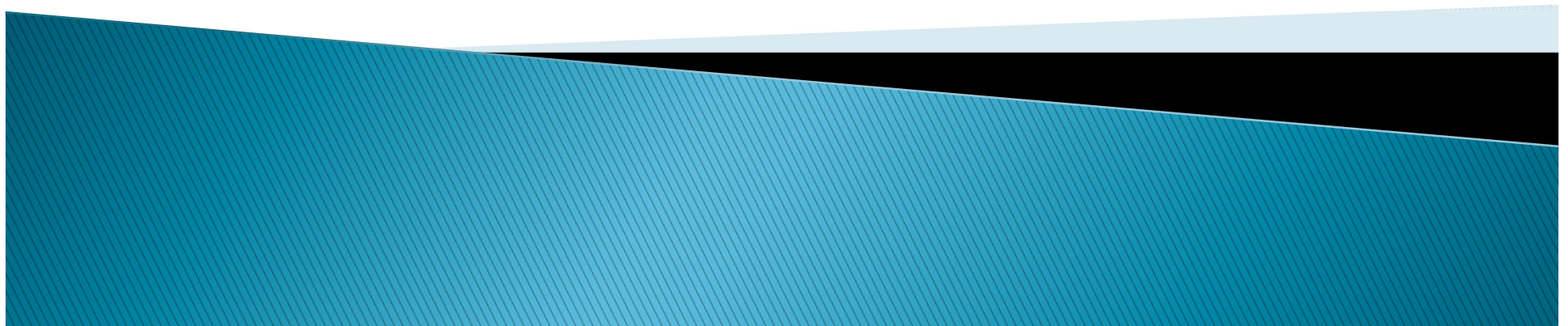


The Consultant Interview

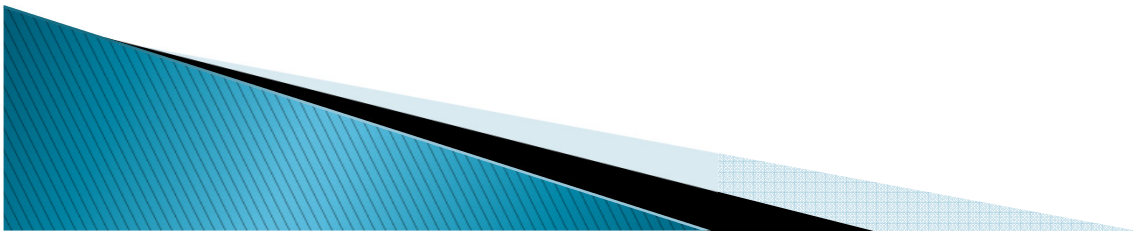
Shirley Remington

February 2014



Objectives

- ▶ Preparation
- ▶ Types of interview
- ▶ Presentations
- ▶ Common Questions
- ▶ Practice questions
- ▶ On the day
- ▶ Relaxation Exercise



Preparation

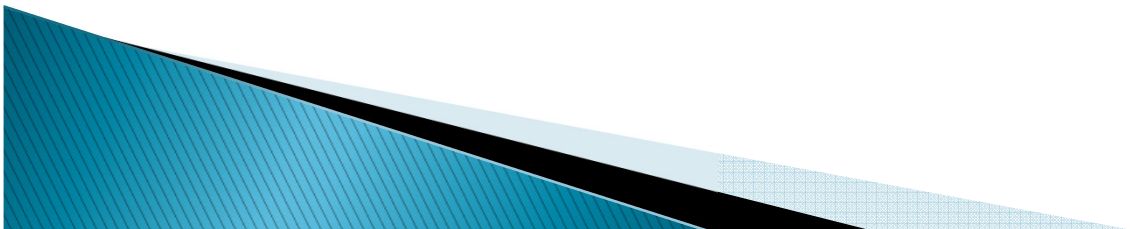
- ▶ Pre Visits – after short listing, flexibility
- ▶ Who –trust sets pace– managers, colleagues, MD, other specialities
- ▶ Purpose – 1.understand–a) job and expectations (read job description and personal spec first),b) Trust and department future and fit in local health economy(Trust annual report ,external info– Before visit)
2 .market self– well informed , enthusiastic, sensible questions

Practice Interviews



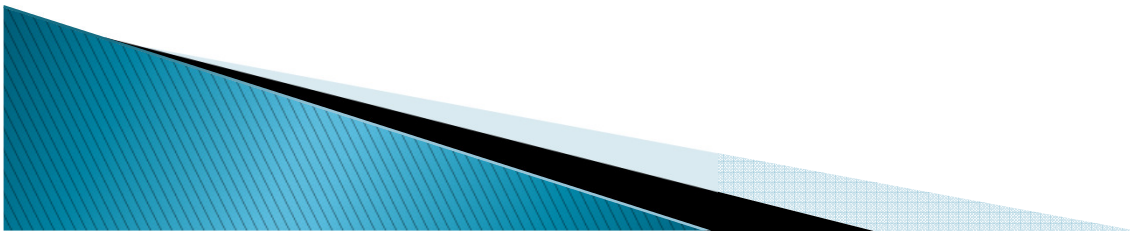
Reading

- ▶ Hot topics
- ▶ Local and national news
- ▶ BMJ
- ▶ Trust annual report
- ▶ Speciality specific documents inc. NICE
- ▶ GMC



What are your Hot Topics

- ▶ Discuss for 5 minutes



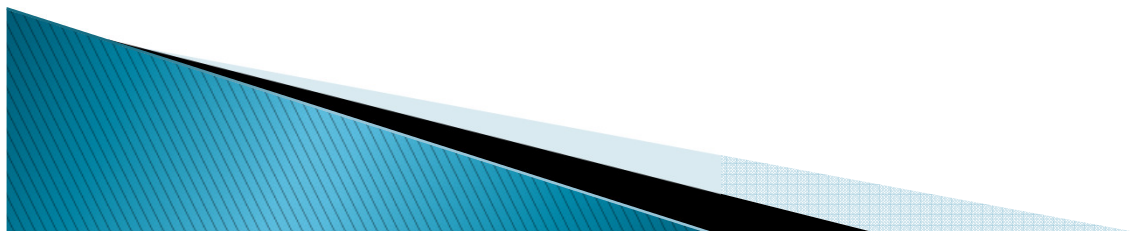
Hot topics

- ▶ Keogh report–emergency services/winter pressures
- ▶ Francis report/Whistle blowing
- ▶ Shape of training– Greenaway
- ▶ NHS constitution –Compassion in caring
- ▶ CCGs and shift of care
- ▶ HEE and LETBs
- ▶ Better training better care–Temple and Collins
- ▶ Workforce
- ▶ 24/7 working
- ▶ Berwick Report
- ▶ Revalidation
- ▶ Speciality specific
- ▶ And anything on the news that day



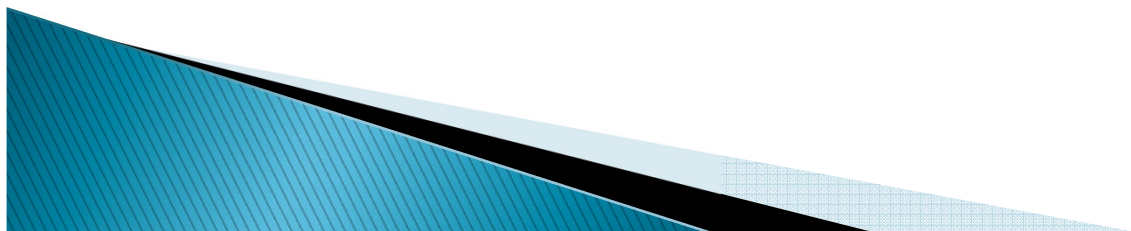
Last 2 weeks

- ▶ Bristol child death enquiry
- ▶ Changes to NICE treatment assessments related to patient work status
- ▶ Statin increased prescribing
- ▶ Ambulance delays
- ▶ Weak commissioning and health inequalities
- ▶ NHS care data scheme
- ▶ Vaccination and measles



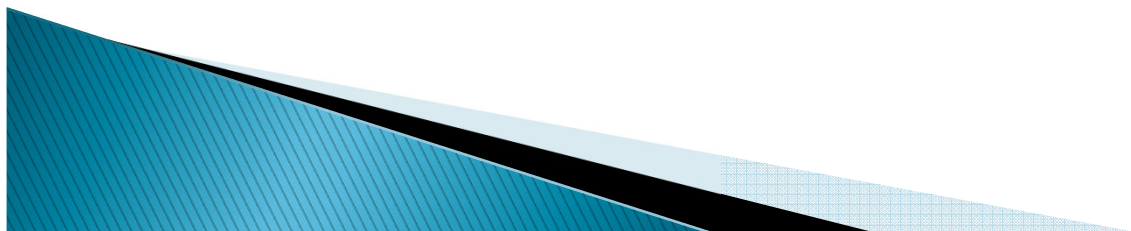
Types of appointment process

- ▶ Simple interview +/- presentation
- ▶ Trial by social event
- ▶ Psychometrics
- ▶ Interactive observed exercise
- ▶ Assessment Centre



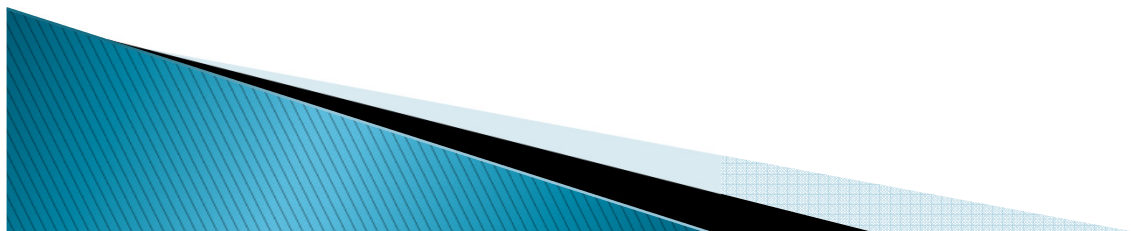
Presentation

- ▶ Prepared– Answer Question, laptop , safe stick, timed, practised , own work, clear structure, avoid clever graphics, care with humour, handout.
- ▶ On day –practise before with hot topic, structure ,use flip chart
- ▶ For all– eye contact, PowerPoint = aid memoir , inform v. entertain



What is interview for?

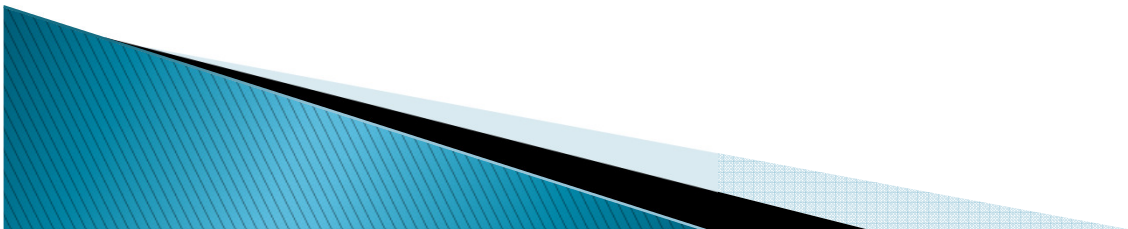
- ▶ What are interviewers looking for?
- ▶ Who interviews and what are their priorities?



Objectives from interview

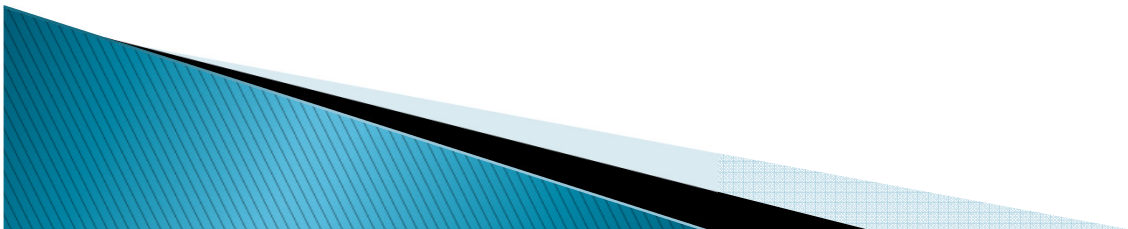
Finding the best candidate

- ▶ Safe
- ▶ Clinical competence/skills including research
- ▶ Fit with department/hospital
- ▶ Leadership
- ▶ Flexibility
- ▶ Potential
- ▶ Enthusiasm
- ▶ Professional
- ▶ Understanding beyond own priorities inc national agenda, clinical governance
- ▶ COMMUNICATION SKILLS



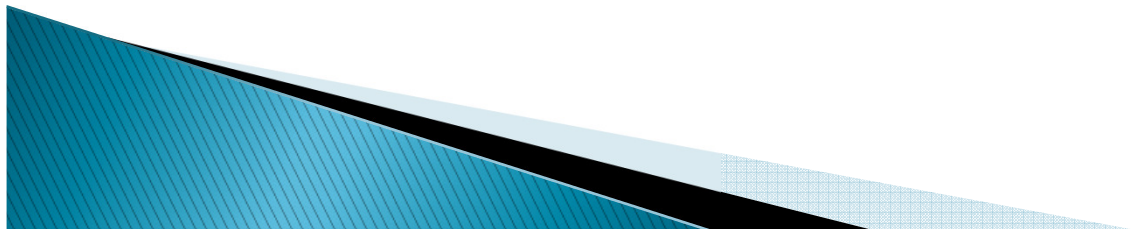
Who?

- ▶ Lay chair
- ▶ CEO
- ▶ MD
- ▶ CD
- ▶ Local manager
- ▶ Specialist clinicians
- ▶ College rep/University rep
- ▶ Lay
- ▶ HR to Observe and record



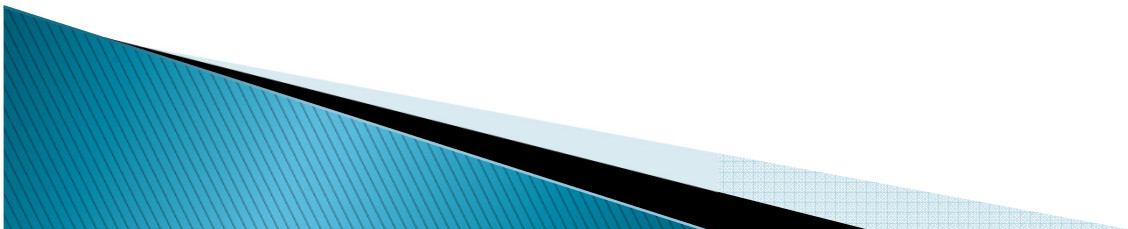
Common Questions

- ▶ CV–portfolio
- ▶ Development needs
- ▶ Research ,audit ,teaching
- ▶ Clinical governance – local structures, incidents, complaints, reflection
- ▶ Revalidation
- ▶ Why that post
- ▶ Strengths /weaknesses
- ▶ Outside interests



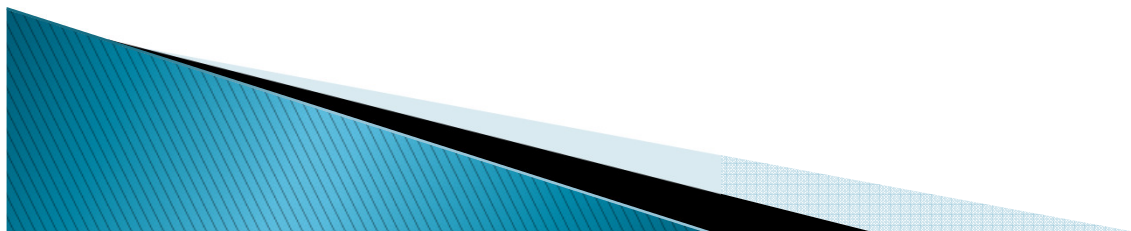
More Common Areas

- ▶ Conflict
- ▶ Leadership
- ▶ Teamwork
- ▶ Personal contributions
- ▶ Innovation/Service development
- ▶ Resident consultant/shift working



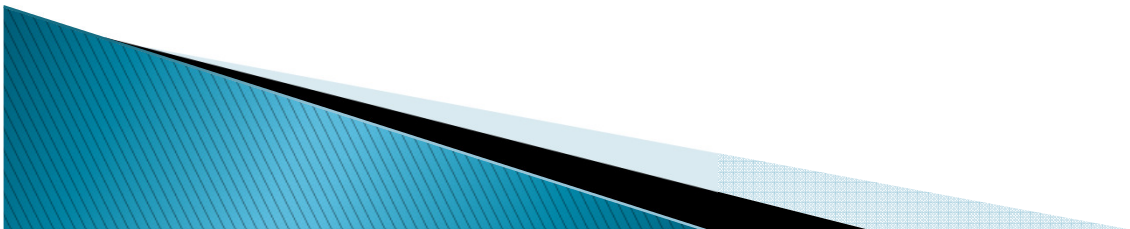
How to answer

- ▶ Clear, audible, concise, truthful
- ▶ Think then answer
- ▶ Don't know
- ▶ Repeating question.
- ▶ Don't argue
- ▶ Supplementary question– developing answer or have you missed point
- ▶ Body language
- ▶ Any Questions



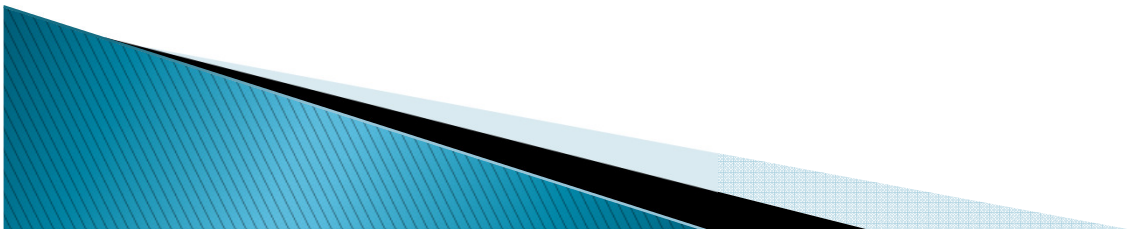
Practice questions

- ▶ Groups of 3–interviewer,candidate ,observer
- ▶ 3 questions –rotating roles
- ▶ Question 5 minutes, feedback 5 minutes
- ▶ All 3 feed back – Pendleton– done well ,do differently–start with candidate



Question 1

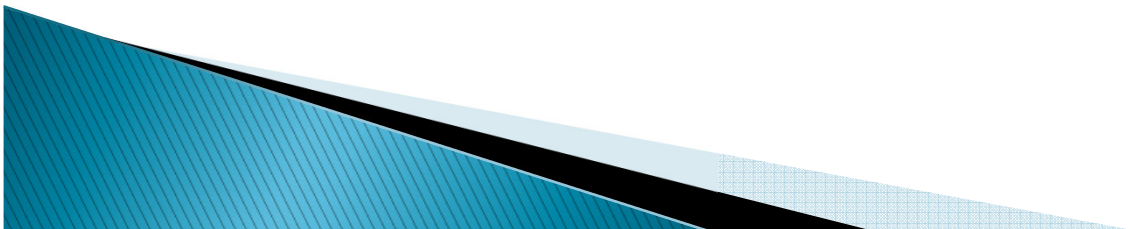
- ▶ What type of leader are you.
- ▶ Describe for me a situation where you have shown leadership and the skills you used
- ▶ What went well and what would you do differently as a result of that experience in future.



Question 2

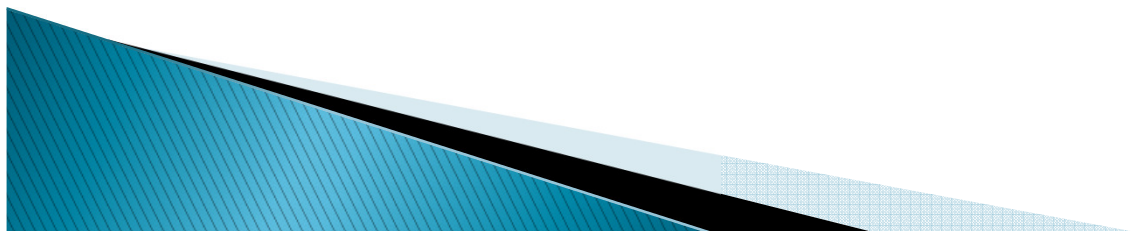
How will I know in a years time that I have made a good appointment?

What would make your patients recommend you to a friend?



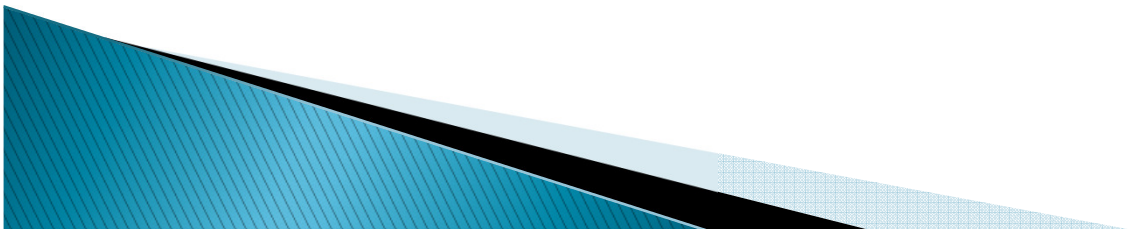
Question 3

- ▶ What would you do if you thought that the care on a ward was below the expected standard?
- ▶ What would you do if it was the care given by another doctor?



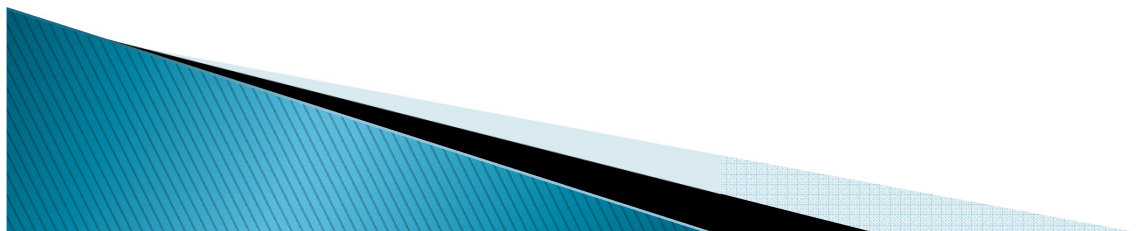
Questions–reflection

- ▶ How did it feel?
- ▶ Can you identify learning needs?
- ▶ Practising



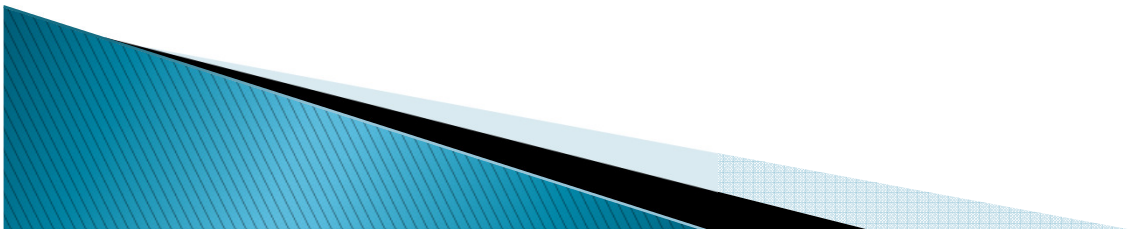
On the day

- ▶ Arrive early
- ▶ Avoid driving self if possible
- ▶ Clothes– clean, pressed, shoes, make up
- ▶ Visual impact–body language
- ▶ Dry mouth– tips
- ▶ Being one's self
- ▶ Feedback



Relaxation

- ▶ NLP exercise
- ▶ Mindfulness and Focus



Conclusion

- ▶ Preparation –all the Ps
- ▶ Race to win
- ▶ Interviewer role– get best candidate and best from candidates.
- ▶ Reduce anxiety levels
- ▶ Supplementary info –questions and abbreviations.

