

## Video interview tips



### Do Your Research

First thing - head to the school website. Click around and try to read every page. If the school uses a curriculum or philosophy you are unfamiliar with make sure to do solid research into that too. What type of school is it - international/bilingual/local? Make sure you know. Research the location as well (you should have done this already but some more won't hurt). The more you know before the interview the better chance you'll have. Ask your consultant if you are not sure of anything.

### Check your Tech!

You can use a PC, laptop, tablet or smartphone, but do a test run with a friend or your consultant. Make sure the internet, camera and microphone are all working. Think about where you will sit, the camera angle, lighting etc. and get yourself a drink to have to hand. Check you have received an invitation if the interview is being conducted by Zoom, Teams or Google Meet. Skype you can just log on and be online.

### Dress to Impress

Even though you may be at home, please be aware that this is an interview. Dress at least as smart as you would in the classroom and even smarter if you feel comfortable doing so e.g. for men, a smart shirt is essential, ties and suits are optional.

### Try to Relax

Be ready as far in advance as possible. Aim to be online 10/15 minutes beforehand, check mics/cameras are all working, this will help to keep you calm. Remember - the interviewers have seen your career history, qualifications etc. and decided to interview you. For most schools at this point they are just checking over a few things... sometimes you may find that they aren't really grilling you at all and are telling you why you should work for them! If you feel under pressure take a deep breath and try not to rush your answers. It's ok to tell them if you are nervous (sometimes it even helps) - and it's better to take your time and say the right thing.

### How to Come Across

The main reasons people don't get offered a role at interview usually fall into two main categories - overconfidence (e.g. seeming arrogant/selfish/not willing to learn) and underconfidence (e.g. coming across shy/nervous/not answering questions well/not speaking clearly). Try to find a balance - showing them you are enthusiastic and willing to learn will win half the battle, knowing your stuff and telling them what you can do for them will be the other half.

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### Make Notes

Remember interviewers can't see behind the camera - so that's a great place to put notes about points you really want to make sure you say (e.g. post-it notes around your monitor). As well as a list of questions you want to ask, we recommend making sure to mention extracurricular activities you've run, attainment levels and any other significant achievements. Having a copy of your CV to hand, to make sure you can confidently talk through your dates, is also advised.

### Prepare Some Questions

These should naturally come from your research - as well as giving you more information, you'll also impress by showing you have researched and are thinking about the role. It's acceptable to ask questions about more frivolous things (eg. social life and accommodation) but try to make sure the majority of questions are about the job itself. You should also prioritise your questions in case you don't get a chance to ask them all.

Here are some typical interview questions which you may be asked, many of which have been shared with us by our teachers who have had recent international interviews:

#### About you:

Tell me about yourself (keep this mostly work-related)

Why did you want to apply for this role?

How would your last Principal describe you?

What five words would you use to describe yourself?

Why did you decide to become a teacher?

What motivates you?

In what areas do you feel you need improvement?

What are your strengths? What are your weaknesses?

What are your hobbies? (things that could be extracurricular activities are good)

What will you be doing in five years?

Describe a typical working day for you

What sort of teacher are you?

Do you like to be challenged? (give an example to backup your answer)

What do you like most/dislike most about teaching?

What are your best/proudest achievements?

What was the most frustrating thing that happened to you in your last job?

What's your experience in working with international colleagues?

What would you like us to offer you?

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### Teaching and Learning:

What subjects have you taught/can teach? What levels have you taught them to?

Why do you think it's important for people to learn your subject?

Walk me through a favourite lesson (remember to use detail)

Describe your teaching style/ethos (try to link this to the school's own ethos)

If I walked into your classroom on a typical day, what would I see?

How have you improved the quality of teaching and learning in your class?

What is outstanding learning?

How do you encourage students to learn?

How will you prepare for teaching the curriculum our school uses?

What's your classes' percentage pass rate?

How have you raised attainment levels?

How would you adapt from working in a deprived school to teaching privileged students?

What's your favourite scheme of work?

If we were to set your goals for the next year, what would they be?

### Behaviour/Classroom management:

How do you manage a student who seems gifted, but has a discipline problem?

What provisions have you made for EAL students? (this is a big one!)

How will you raise standards in our classroom?

How do you feel if a student does not meet a deadline? What do you do?

How do you build rapport with students?

How do you give your students recognition?

How do you maintain discipline in the classroom?

How do you handle noise in the classroom?

What extracurricular activities do you offer? (mention this even if they don't ask at some point during your interview)

How would you deal with conflict across the school?

What's the difference between child protection and safeguarding?

What do you do if a child informs you of something personal/a concern or worry?

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### Generic:

What do you know about our school and region?

Why 'insert location'?

Relate your answers to the role you are applying for, keep your answers concise and competency based. The **STAR** model is a good way to structure your answers:

**S**ituation - Where were you? Who was there and what factors are relevant?

**T**ask - What did you need to achieve or resolve?

**A**ction - What did you do?

**R**esolution - What was the outcome?

Be positive! If you have to discuss a negative situation make sure to end by saying how it turned into a positive and what you learned from it.

Some questions you may want to ask at the interview - try to link these to your research/ethos:

### Generic School Day to Day Questions:

Can you give an overview of the department/year group?

What are the class sizes?

How many teaching hours will I have with each class/child?

What might my timetable look like?

What's the teaching/workload like?

What resources would I have in the classroom?

How would my success in the role be measured?

What support is given to help ensure my success?

Will I work with Teaching Assistants? How many?

How many other new teachers will be hired at the same time as me?

What does the induction process look like?

Are there any school inspections due/how often are lesson observations?

What's the parental community like? How will I communicate with them?

I'd love to run an extracurricular club - would I be able to do that?

Describe to me what education would look like for my own children at your school?

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### School Specific:

Where is the accommodation located/what's it like? What is the commute like?  
What would you say is the best thing about working for the school?  
What are the negatives I should be aware of?  
What are the main challenges you've found in your school/location?  
What's the vision for your department?  
How does SLT support staff wellbeing?

### Forward Thinking:

What would my long-term career prospects be like in the school?  
Will I have to manage any other staff?  
What is the school's behaviour management policy?  
What sort of CPD is there within the school?

### Generic:

What's your background? How did you come to be working there?

At the end of the interview ask one of these...

Have we covered everything you wanted to know?

What are the next steps from here?

How long will I have to wait to know if I've been successful?

At this point, what would be your biggest concern about hiring me? (One for the confident - this gives you a chance to try to address any concerns they raise).

### Post Interview:

After the interview, update your consultant on how it went (either by phone or email). Make sure to share how keen you are on the job as well as how you think you did - if you are very keen we can push from our end too but we can't tell them what we don't know.

Also, if there was anything that wasn't covered, or something you wish you said or asked, let us know and we can pass this information on. If you do this it can show you go the extra mile, are really keen and could help you land the job!

If you have any other questions or need more help preparing your consultant will be happy to oblige.

Good luck!