



Video interview tips

Do Your Research

First thing - head to the school website (if they have one). Click around and try to read every page. Talk to your consultant and get information from them. If the school uses a curriculum or philosophy you are unfamiliar with make sure to do solid research into that too. Research the location as well (you should have done this already but some more won't hurt). Knowledge is power and the more you know before the interview the better chance you'll have.

Prepare Some Questions

These should naturally come from research - as well as giving you more information you'll also impress them by showing you have researched/are thinking about the role. It's usually OK to ask questions about more frivolous things 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 chance to ask them all.

Check the Equipment

You can use a PC, laptop, tablet or smartphone, but do a test run with a friend or your consultant. Make sure 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.

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

Remember - they've 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 more 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 they can't see behind the camera - so that's a great place to put notes of things to make sure you don't forget them (e.g. post-it notes around your monitor). As well as a list of questions you want to ask, we'd recommend making sure to mention extracurricular activities you've run, attainment levels and any other achievements. A copy of your CV to make sure you can confidently talk through your dates is also advised.

- Here are some typical interview questions which you may be asked:
- Tell me about yourself. (Keep this mostly work-related)
- Why did you want to apply for this role?
- Walk me through a favourite lesson. (Remember to use detail)
- How would your last principal describe you?
- What five words would you use to describe yourself?
- Describe your teaching style/ethos. (Try to link this to the schools' 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?
- Why did you decide to become a teacher?
- In what areas do you feel you need improvement?
- If we were setting goals for next year, what would they be?
- What do you know about our school and region?
- How do you encourage students to learn?
- How do you handle a child who seems gifted, but has a discipline problem?
- What provisions have you made for EAL students? (this is a big one!)
- What are your strengths?
- What are your weaknesses?
- How will you raise standards in our classroom?
- How do you feel if a student does not meet a deadline? What do you do?
- What subjects have you taught/can teach? What levels have you taught them to?
- What are your hobbies? (Things that could be extracurricular activities are good)
- What will you be doing in five years?
- Do you like to be challenged? (Give an example to backup your answer.)
- What was the most frustrating thing that happened to you in your last job?
- How do you build rapport with students?
- How do you give your students recognition?
- Describe your most recent teaching job
- How do you maintain discipline in the classroom?



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- What do you like most/dislike most about teaching?
- How do you handle noise in the classroom?
- What extracurricular activities do you offer? (Answer this even if they don't ask)
- How will you prepare for teaching the curriculum our school uses?
- What's your classes' percentage pass rate?
- How have you raised attainment levels?
- What are your best achievements?

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:

Situation - Where were you? Who was there and what factors were relevant?

Task - What did you need to achieve or resolve?

Action - What did you do?

Resolution - 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 your interviewer - try to link these to your research/ethos:

- Can you give an overview of the department/year group?
- What's your background? How did you come to be working there?
- What are the class sizes?
- How many teaching hours will I have with each class/child?
- What would my timetable look like?
- How would my success in the role be measured?
- What support is given to help ensure my success?
- I'd love to run a <extracurricular> club - would I be able to do that?
- Where is the accommodation located? 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 resources would I have in the classroom?
- Do I work with Teaching Assistants? How many?
- Will I have to manage any other staff?
- What is the school's behaviour management policy?
- What would my long-term career prospects be like in the school?



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- What sort of CPD is there within the school?
- How many other new teachers will be hired at the same time as me?
- What is the induction process?
- Are there any school inspections/lesson observations? How often?
- What's the parental community like? How will I communicate with them?

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).

After the interview has finished, update your consultant on how it went (whether by call 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 too and we can pass this information on. If you do this it can show you go the extra mile and are really keen and 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. :)