

Preparing for Interview

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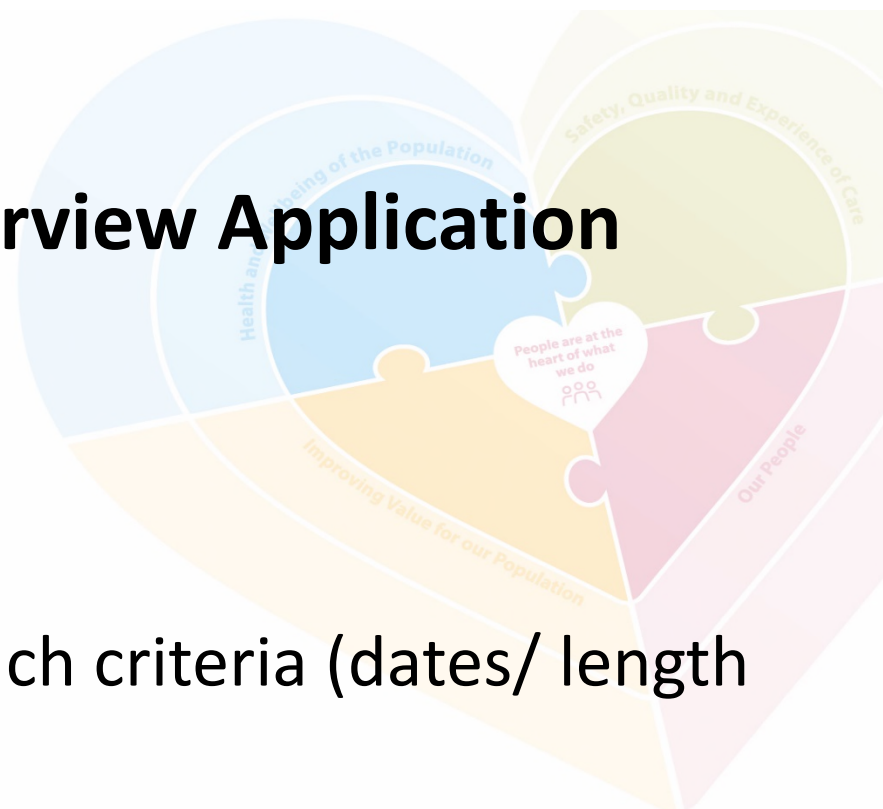
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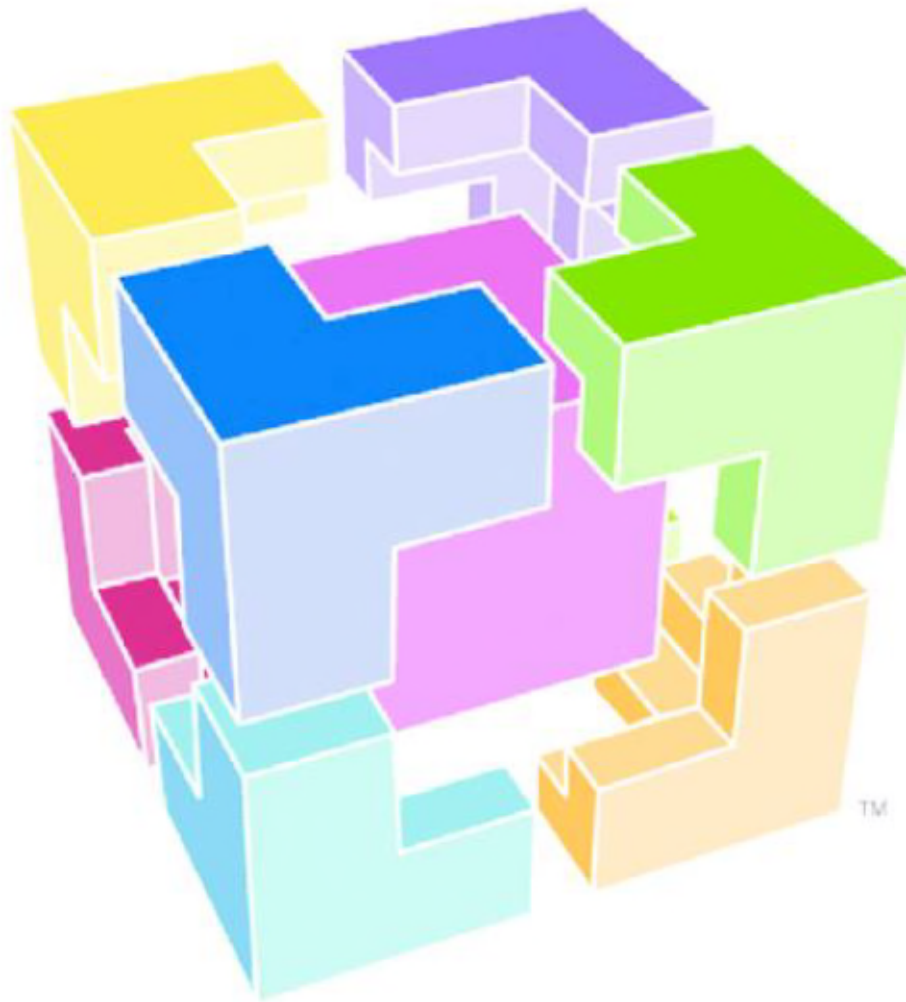
What are Essential Ingredients of a Strong Clinical Interview Answer?

Completing an Interview Application

- Study the Job Description
- Make no Assumptions
- Make clear how you meet each criteria (dates/ length of time/ roles/ experience)
- Ensure accuracy of dates/ certifications/ accreditation
- Keep a copy of Advert/ Job Description and Application



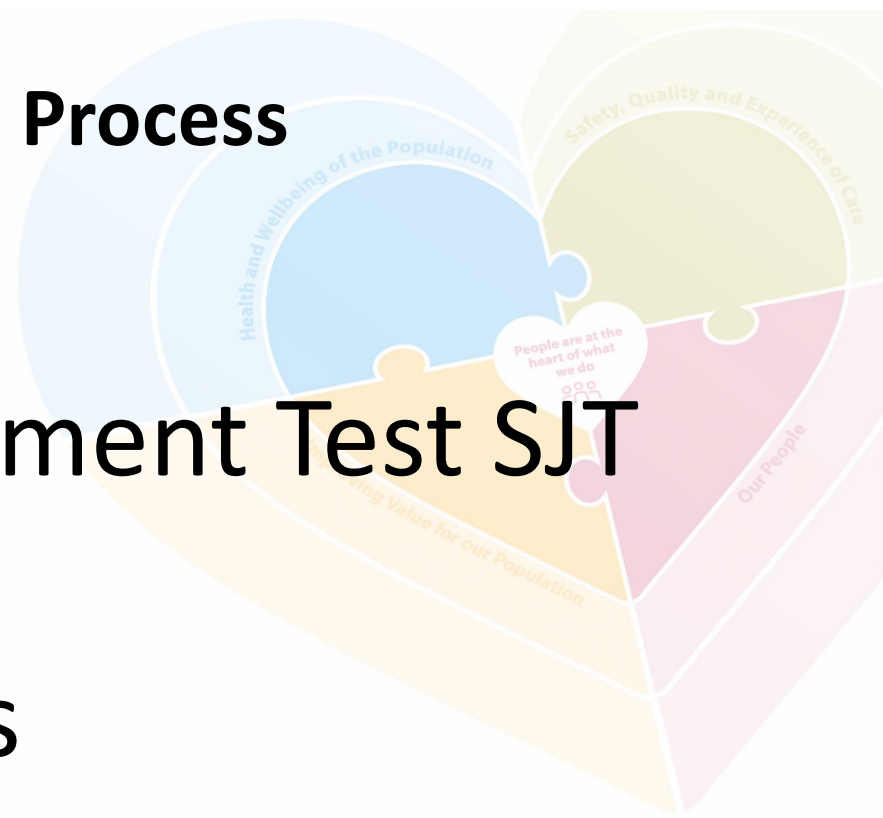
Healthcare Leadership Model



1. Inspiring shared purpose
2. Leading with care
3. Evaluating information
4. Connecting our service
5. Sharing the vision
6. Engaging the team
7. Holding to account
8. Developing capability
9. Influencing for results

Recruitment Process

- Situational Judgement Test SJT
- Online Interviews



Intentions at the Interview

- Past Experience- examples of relevant experience
- System Understanding – Key priorities and risks facing the system
- Future Facing- What are your goals for first 6 months
- Organisational Knowledge
- Trust/ HSCC Values

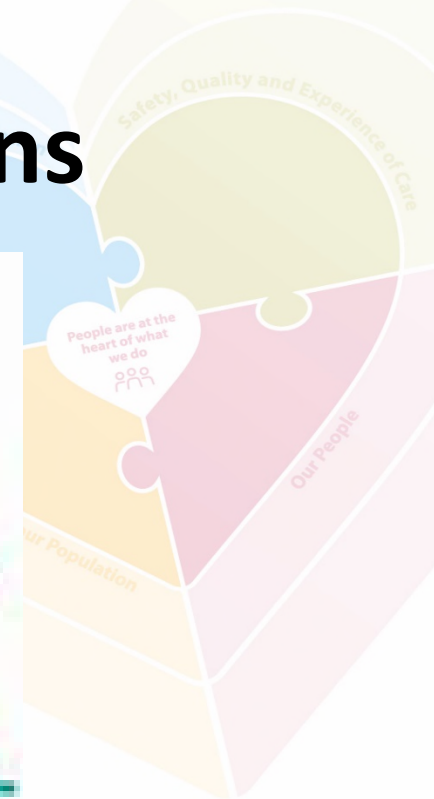


Online Interview Tips

- Manage nerves with anchoring
A short pause looks thoughtful, not hesitant.
- Repeat or reframe the question before
This shows clarity under pressure.
- Practise concise answers
- Make eye contact with the camera, not the screen
- Keep your energy slightly higher than normal
- Practice with your actual setup



Value Based Questions



Competency Based Interview

A competency-based interview is not only designed to assess your suitability for the role you're being considered for but also how well you will fit into the organisation.

Where other interviews may be more focused on your qualifications or previous experience, a competency-based interview is designed to show the interviewer how you have dealt with real-life work situations in your career: if you behaved in a certain way in a previous role, it is likely that you will respond in a similar way in the future.

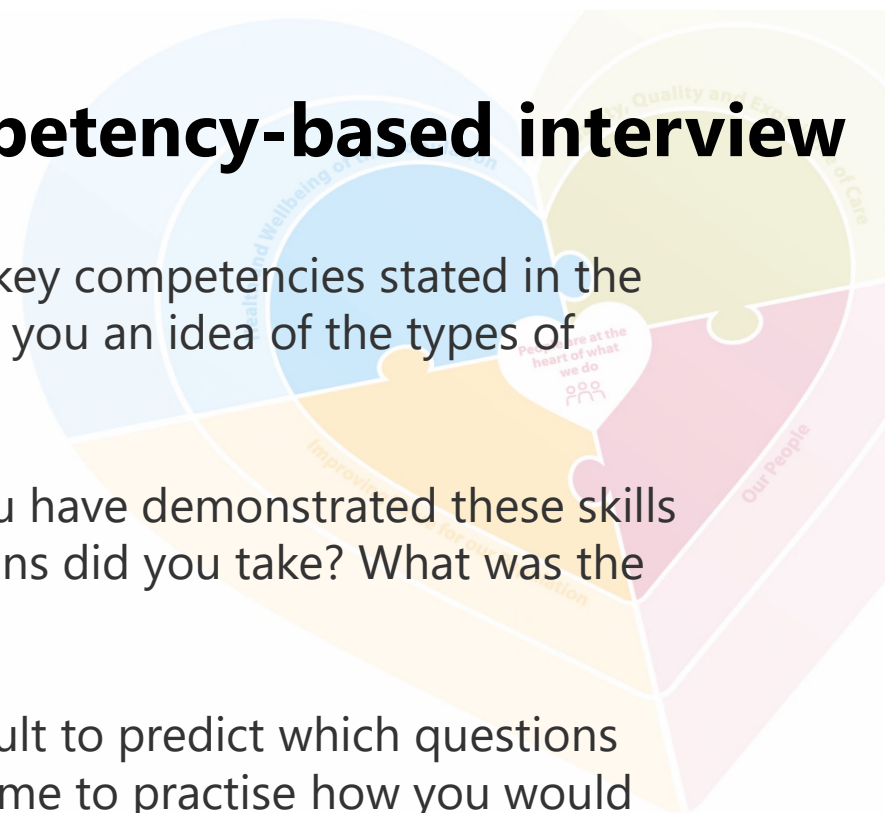


How to prepare for a competency-based interview

1- Familiarise yourself with some of the key competencies stated in the job description and advert. This will give you an idea of the types of skills the interviewer is looking for.

2- Jot down a few examples in which you have demonstrated these skills well. What was the situation? What actions did you take? What was the result?

3- Practise your answers. While it's difficult to predict which questions you will be asked, it's worth taking the time to practise how you would respond to some common interview questions. The key to a good response is being clear and concise.



Structuring Answers



Competency Based Questions

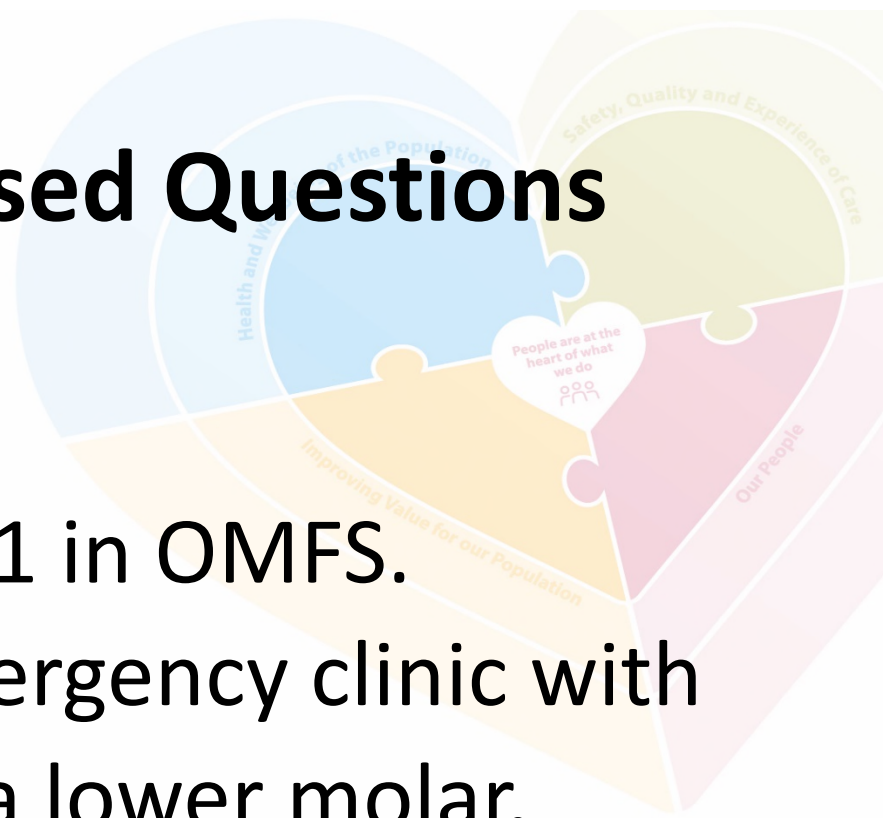
Scenario 1:

You are working as a DCT1 in OMFS.

A patient attends the emergency clinic with swelling associated with a lower molar.

They are in pain, febrile, and anxious.

You must outline your initial assessment and management plan.



Competency Based Questions

What you would be expected to cover:

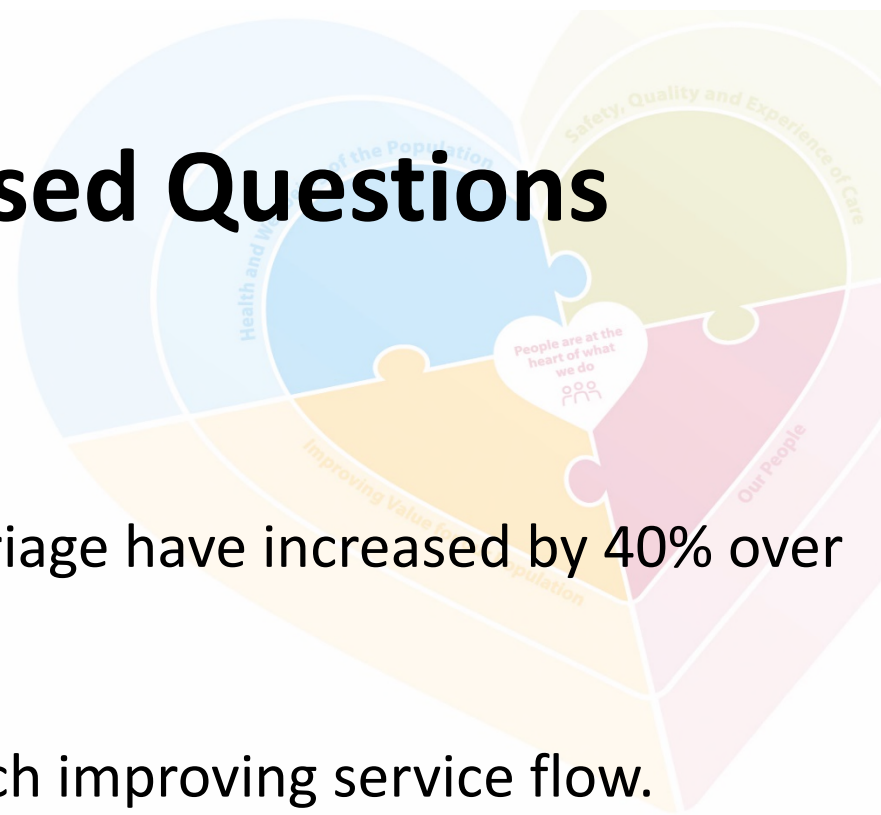
- Full history-taking (pain, swelling, systemic symptoms).
- Red flags (e.g., airway compromise, trismus, spreading infection).
- Immediate management:
- Assess ABC if required.
- Incision & drainage if appropriate, or urgent referral to senior.
- Prescribe antimicrobials per SDCEP guidance.
- Safety-netting and follow-up.
- When to escalate to senior/anaesthetics.

Competency Based Questions

Scenario 2

Waiting times for emergency dental triage have increased by 40% over the last month.

You are asked how you would approach improving service flow.



Competency Based Questions

- Describe identifying the problem (data collection, audit).
- Speak to staff—reception, nurses, clinicians—for root causes.
- Apply QI methodology (PDSA cycles).
- Suggest small tests of change:
 - o Improved triage tool
 - o Streaming simple cases
 - o Adjusting appointment templates
- Measure outcomes and ensure sustainability.

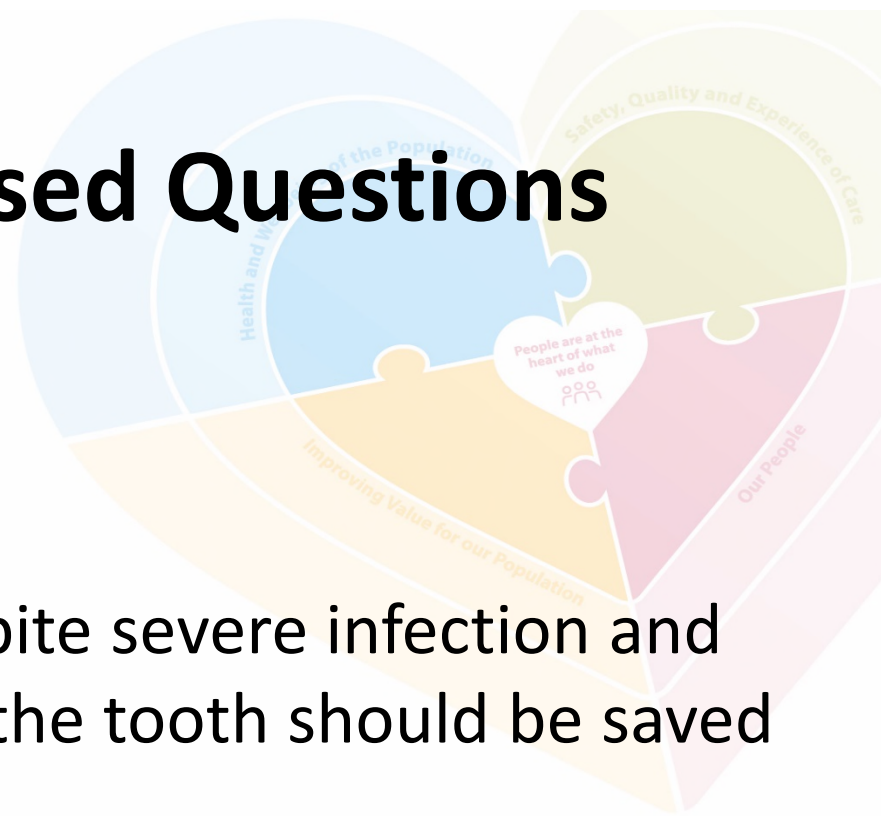
This assesses your understanding of QI, systems thinking, and leadership.

Competency Based Questions

Scenario 3:

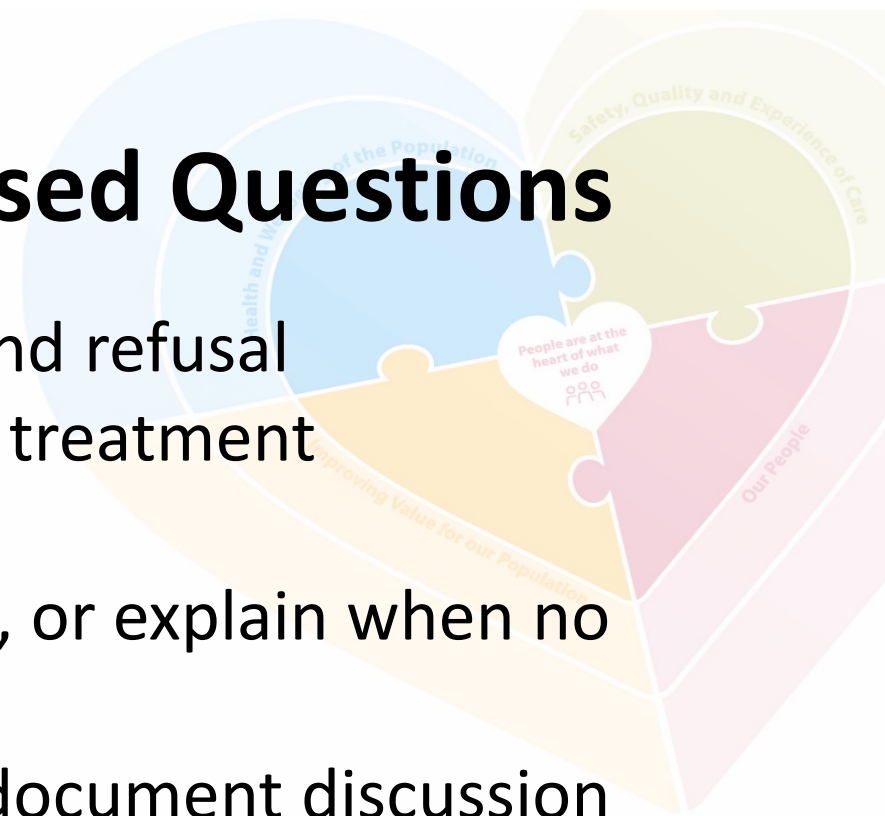
A patient refuses extraction despite severe infection and multiple discussions. They feel “the tooth should be saved at all costs”.

How do you approach providing care.



Competency Based Questions

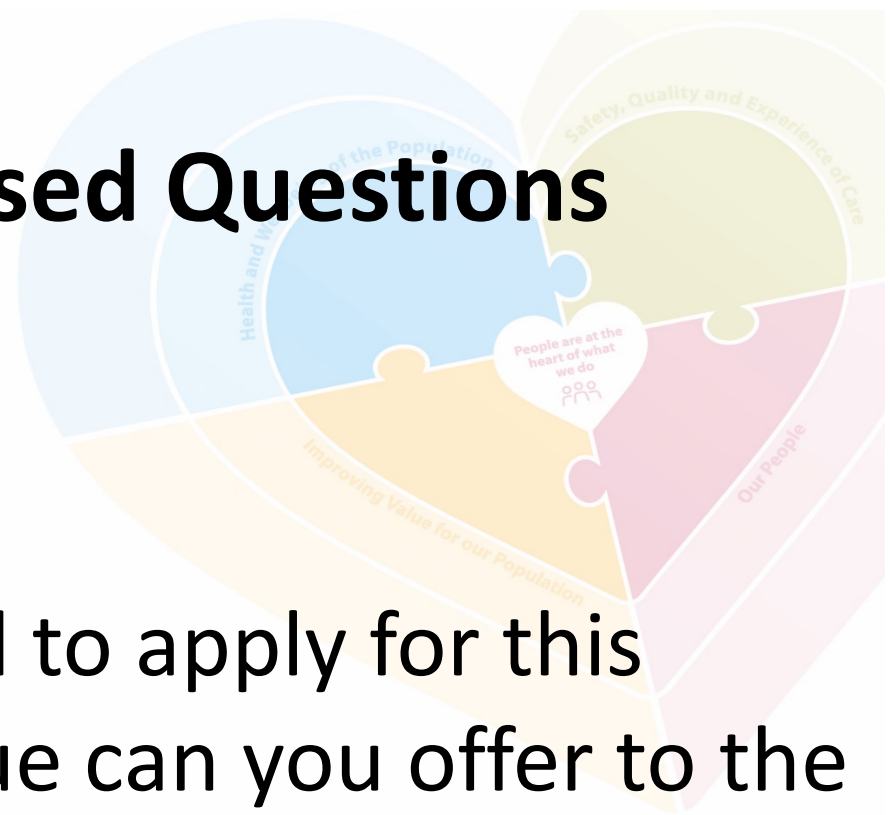
- Explore the reason behind refusal
- Provide clear risks of no treatment
- Confirm their capacity.
- Offer alternatives if safe, or explain when no alternatives exist.
- Respect autonomy but document discussion thoroughly.
- Provide written advice and safety-netting.



Competency Based Questions

Scenario 4:

Why have you decided to apply for this position and what value can you offer to the role?



Competency Based Questions

Aligns with my long-term career goals

The structure of the programme Contribute to a department

Strong communication skills

Calm, patient-centred approach

Build rapport quickly and clearly explain options.

Reliable

Organised working style with good time-management

Enthusiasm, adaptability

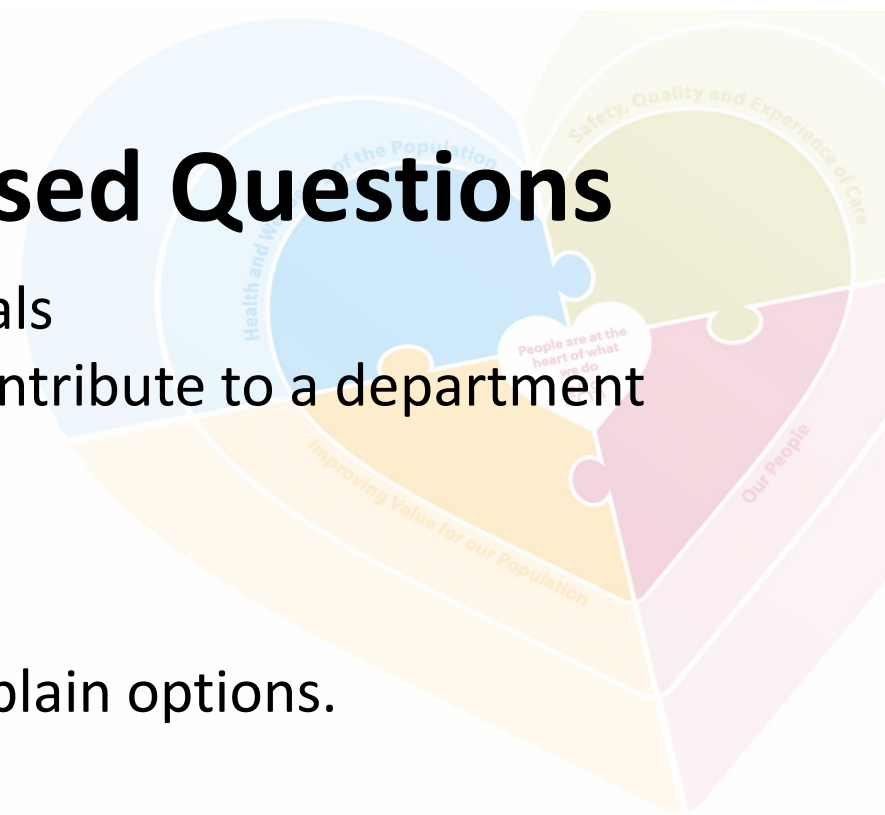
Willingness to take on feedback and continuously improve.

Work well in teams

A proactive approach to problem-solving

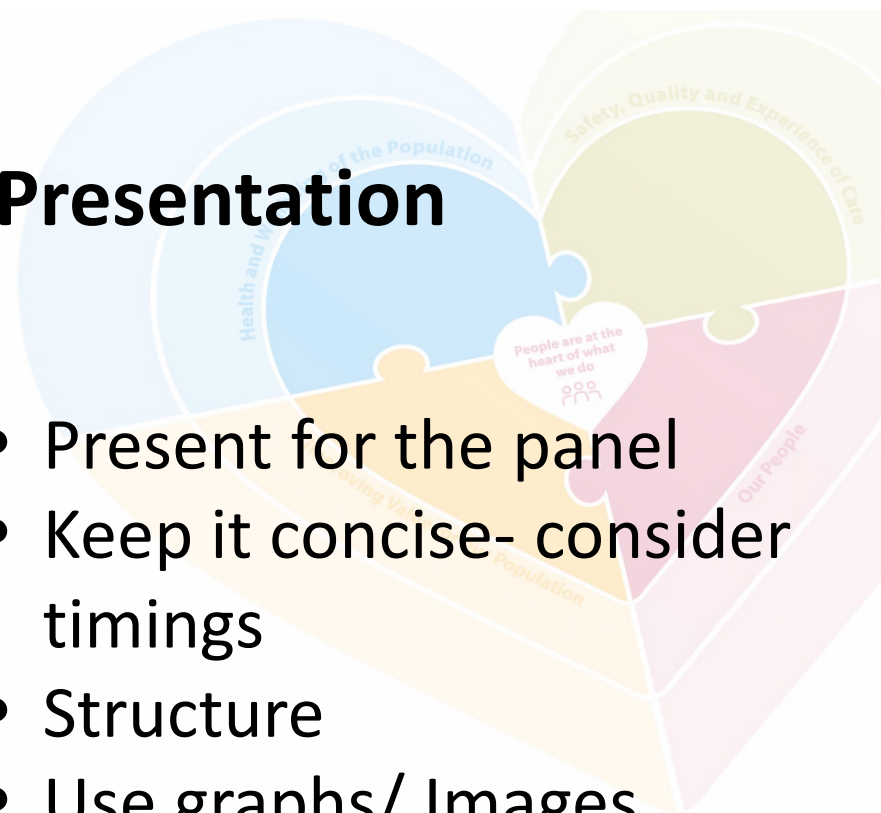
Led quality improvement/ Evidence base always

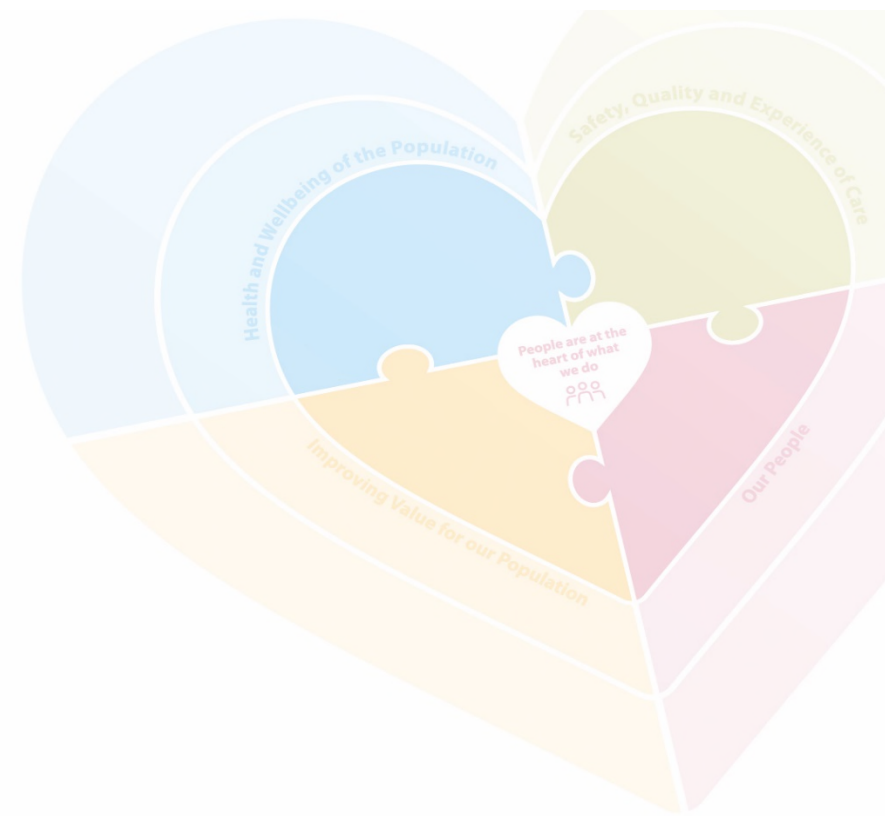
Professionalism and resilience



Preparing for a Presentation

- Unseen / Seen
 - National/ Regional Direction
 - Relevant Strategies
 - Organisational Strategies and Priorities
 - Areas of Interest of Panel/ Service
 - Story Telling
- Present for the panel
 - Keep it concise- consider timings
 - Structure
 - Use graphs/ Images
 - Keep slides as guides
 - Practice
 - Consider body language, voice and presence





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