

Types of Online Interview

Video Calls/Conferences

These are probably the most common type of remote/virtual interview, much like an in-person interview. However, the interviewer will need to check that you have access to compatible equipment for the platform they wish to use. Most video conferencing platforms can be accessed on smartphones or laptops which have built in cameras and microphones, but these vary in quality.

You will receive the interview invitation via text, email or messaging app with the connection details in the form of a link, dial in code or meeting ID and password for the selected platform.

The advantages of video interviews include reduced costs for travel expenses and travel time; quicker turnaround time for interviewing; enabling more people from hiring teams to take part in the process.

Pre-recorded on On-Demand

These are one-way interviews in which candidates record themselves answering a set of predetermined questions selected for all candidates. Once you have finished, you will need to upload the video as instructed by the interviewer so they can view it.

The advantage of this type of interview is that you have time to carefully prepare your answers and re-record if something goes wrong. The interviewer will only get to see and hear your best version. You can schedule in a time to record this which suits you right up until the deadline for submission. Be aware, this type of interview can be awkward if you are not used to speaking to camera.

Non-video Online Interviews

These are non-video online tests. They are formatted more like online exams and involve responding to a combination of multiple choice, short-answer, scenario-based, or long-answer questions.

Often these will be preceded by a video introduction to explain the process. They will often be timed to mimic an exam and be used as the first stage of an interview process.

The advantage is you can take this test style interview in the comfort of your home at a time that is convenient for you. You will need to ensure that you are away from distractions and cannot be interrupted as you need to complete this test within the specified time.



Telephone / Audio-only Interviews

This may seem to be the easiest type of online/remote interview as it relies purely on the voice. You don't have to worry about your appearance or location etc.

However, it does mean that you have to convey everything about you using only your voice, vocal expression and choice of words.

These interviews could be conducted via telephone or mobile or as a voice-only call on Zoom, Skype or MS Teams.

