

# Doctor Interview Guide

*New Zealand*



# Lets Break It Down

## **Part 1:**

How to prepare for your interview

## **Part 2:**

What to do on the day of your interview

## **Part 3:**

Next steps after your interview



- Research the position and Hospital prior to the interview. Familiarize yourself with the duties, responsibilities and requirements of the position. Don't assume you know everything about the organisation even if you have experience. Always do your research.
- Review your application and resume, and be prepared to support past accomplishments with specific information targeted towards the position requirements. Be sure that you focus on your paid and non-paid experience. Don't assume the interviewer knows everything about you.
- Describe why this role and this hospital appeal to you. Think about what key skills and expertise you have that relates to this opportunity.

# Prepare For The Interview





# Prepare Your Answers



You will likely be asked some common interview questions.  
Here are some that you should prepare for:

## 1. “Why do you want to work here?”

It will help to research the hospital and city. Talk about the features that attracted you to the role; the hospital's technology and community, both clinical and not.

## 2. “How do you cope under stress?”

Medicine is a high-pressure environment and Recruiters will want to know how you keep calm to make the right decisions - how do you manage it - exercise, meditation. How do you keep calm and manage stress within a work environment - what tools do you use?

## 5. “What are you looking to achieve in your career?”

This is a great time to explain the new skills you would like to learn or where you see your career progressing. Employers love to hear their hospital as part of your long term goal!

## 4. “How do you solve conflicts”

Have some examples of specific situations and how you dealt with them, and why, and the outcome. These could be minor or major conflicts, but try and stay positive during this.

## 5. “Why did you leave your last role?”

Try answer this question in a way that focuses on the positives of a new position. Such as learning new skills, want to try a new environment/location, wanting more responsibility

## 6. “Why choose this field of specialty?”

Tell them what you love about your specialty, and why you chose to pursue it. Show some passion in this answer and just be honest!





# Prepare Your Answers



Some more topics to consider answers for:

## References & questions about the knowledge of Maori Health/ communities and the treaty of Waitangi:

Do research! Websites such as *nzhistory.govt.nz* and *health.govt.nz*

Check out the region you are considering - see if there is a large Maori or Pacific Island community.

## What is your understanding of the NZ Health Sector?

Research this - get an understanding of how it works, what is involved/expected of you. Understand the structure and support systems. Websites that can provide information are

*health.govt.nz*

and/or

*asms.org.nz*

This is a great time to bring up your MCNZ registration to give interviewers added confidence.

## Questions around why you are moving, why you work at multiple locations (job-specific):

Some roles do require multi-location work, so this is very job-specific. Be prepared to answer about why the move, whether it be within New Zealand, or from overseas. What are the drivers and why? - from financial gain, better quality of life etc. It is always good to know the entire family is behind the move!

## How do you ensure your continued medical education?

Provide proof of your own professional development and how you actively contribute to professional memberships and networks. Provide specific examples, where possible. Demonstrate a good understanding of adult learning principles.





# Prepare Your Answers



Some more topics to consider answers for:

**Have you ever been involved in any disciplinary proceedings, or have criminal convictions (of any kind)?**

Especially if you are from a country where it is more common to sue, then this may have come up. Even if dropped, it is worth mentioning. STAT Recruitment will have also disclosed this type of information if it is provided, so there are no surprises!

**Have you ever had issues with communicating with patients/colleagues?**

This may come up if you have a strong regional accent. Should not be an issue provided speech is concise and no 'local slang' is used!

**How do you manage work with off-site staff:**

If you have worked across multiple sites in the past, how was this managed and how did you liaise with colleagues in different specialities?

**Have you ever experienced a time when there was a cultural barrier that you needed to overcome, either with patients or colleagues?**

Have an example ready, and how you overcame it - processes/actions, and the final outcome.



**Lets continue to part 2**



# Day Of The Interview

- Plan to arrive early. Plan accordingly to your route, traffic and check-in procedures. You get one chance to make a good first impression!
- Be prepared to summarize your experience in about 30 seconds and describe what you bring to the position.
- Remain positive and avoid negative comments about past employers.
- Be aware of your body language and tone of voice. Remain engaged by giving your full attention to the interviewer.
- Reinforce your interest in the position and thank the interviewer(s) for the opportunity to interview.
- For a video interview - Test your microphone and camera before hand, check you have a stable internet connection, and find a quiet place to talk



## 1. Use open body language

Sit up straight, smile, do not cross your arms, and make eye contact!

## 2. Be Personable

Remember your interviewer's name, ask them questions about themselves, who knows, you may have a common interest!

## 3. Use your listening skills

Keep eye contact and actively listen when the interviewer is talking. Do not interrupt!

## 4. Make sure to ask follow up questions

If the interviewer asks if you have any questions, now is the time to speak up! What is the team you will be working with like? What development opportunities does the hospital have?

## 5. Relax, be yourself!

Answer questions honestly and clearly, but also let your personality show to let the interviewer see who you really are!

# Make a Good First Impression!





# After The Interview

## 1. Stay Positive

No matter how you think the interview went it's important to stay positive. Don't let anxiety get the better of you!

## 2. Send a follow up

Sending a follow-up email or call saying it was nice to meet them and how excited you are for the opportunity is a good idea

## 3. Let your references know

If your interview has mentioned calling references it is a good idea to give your references a heads up to expect a call and prepare what to say.

## 4. Keep in contact with STAT

Don't stop searching until you have accepted a role. Be open to other roles! This gives you options and you will not miss out on other opportunities!





For further advice, contact

**STAT Recruitment**

[www.statrecruitment.com](http://www.statrecruitment.com)

