

Preparing For Your Online Interview

At RNN Group



When carrying out an online virtual video link interview with you, we use Google Meet (part of the G-Suite applications).

This is the main digital technology platform used at the Group, as we are a Google Reference College. You don't need a Google or g-mail account to access the link, which will be sent to you prior to your interview. As long as you have an internet connection and have accepted the invitation you will be able to log on.

Ensure you are in a quiet place, where you won't be distracted and consider your surroundings – artwork on the wall, tidy room etc.

Check your sound and microphone work too, you can test this through the settings on your digital device. We suggest blurring your background which can be done through the options before you join the video call.

Rotherham College



North Notts College



Dearne Valley College



University Centre Rotherham (UCR)



Interview Top 10 Tips...

Here are our top 10 tips to help you prepare for your interview;

1. Research the RNN Group and college you are applying to work for – a lot of information can be found on our website – www.rnngroup.ac.uk.
2. Familiarise yourself with the job role using the role description and job advertisement – you will be assessed against these criteria so it's good to know and prepare beforehand.
3. Check you can access the link at least 30 minutes before your allocated interview time. If you can access it, it will show you a waiting room, however do not request to join the call until approx. 5 minutes before just in case there is someone else on the link at the time.
4. Our interviews are competency based, so we will want to know about things you have done in the past, so ensure you consider how you may evidence this through examples
5. The STAR method is a structured way to answer competency-based interview questions. It involves describing a Situation, Task, Action, and Result.
6. Dress for the part you want – be professional but also comfortable too, regardless of whether the interview is online or in person.
7. Have a notebook with you (or on another screen if you have multiple screens), this will help you to answer questions, so you don't need to rely on memory, and also write down the questions too which will assist you to ensure you answer the question accordingly and give you time to think too.
8. Prepare a list of questions to ask the interviewers, think about what you would want to know about the organisation, team, job role, career development opportunities etc
9. Ask Clarifying Questions: Don't hesitate to ask for clarification if you are unsure about a question
10. Be Yourself: Authenticity is valued. Let your personality shine through.

The RNN Group is committed to making sure that our selection methods are fair to everyone so if you need reasonable adjustments to engage with the interview process please contact us prior to your interview.

If you are unable to attend your interview, for whatever reason, please do let us know as soon as possible via recruitment@rnngroup.ac.uk or 01709 722750.

Good luck!