



# Video interviewing

During your recruitment process with us, you may be invited to complete a video interview. Video interviews are a great way for us to get to know you. They give you the flexibility to be interviewed remotely anywhere, on any device and allow you to tailor your responses and tell us your story and why you are interested in joining bp.

At bp, there are 2 different types of video interview which we use:

- On demand video interviews
- Live video interviews

## On demand video interviewing

- On demand video interviewing presents you with the opportunity to answer pre-recorded or pre-set questions, similar to the questions one might be asked during a traditional interview.
- You will be given a timeframe to record your video response to the questions.
- On demand video interviews ensure that every candidate is given the same interview experience.
- Each candidate will be asked the same set of questions in precisely the same way which allows them to demonstrate their unique abilities and background in a fair and unbiased setting.
- On demand also allows candidates to take part in the process in their own time, this gives you the flexibility to choose when you will be at your best to interview, also allowing for you to complete your interview outside of work hours.

## Live video interviewing

- Live video interviews are a convenient and modern way to have a face-to-face interview with us remotely.
- This means you can interview with us from the comfort of your own home, you don't have to be local to where our office is based.
- You can interview remotely and talk with the interviewers in real-time over the internet. All you need is an internet connected device with a camera and microphone.
- Live video interviews in many ways are very similar to having a face-to-face interview, so remember to prepare.
- Remember this is a two-way conversation so ensure that you also have some questions for the interviewer.

## Top tips

- Follow access instructions in your email invite.
- Please use Google Chrome as your internet browser to ensure the most optimal candidate experience.
- Ensure that you have allowed yourself enough time in advance to test your system and check that your connection, camera and microphone are working correctly. There will be a link in your invite to do this.
- Make sure you run the test on the device you will be using for the video interview
- If you are having a live interview, try to join early, in case you run into any unexpected issues.
- Make sure you are in a quiet, distraction free environment.
- Remember you are on camera, so try to find somewhere which has good lighting! Try to avoid having a bright light or a window behind you.
- Use headphones with a good microphone to avoid feedback and audio echoes.
- Set yourself up on a steady surface, to prevent a wobbly recording and keep your head and shoulders in focus on the camera.
- Whilst you may be on camera, try to relax and be yourself! Smiling always shows that you are engaged and it is also proven to help with your own confidence.
- Dress for success and build rapport – an interview is still an interview, dress for success, and remember to ask open questions to your interviewer if you are having a live video interview. Remember we want to get to know the real you.
- Trained interviewers will conduct the live video interview and guide you through the process. Typically, the interview will last approximately ninety minutes and is conducted by interviewers from the relevant project or program. The interviewers will ask you a set of questions designed to measure the competencies important to the role for which you are applying.
- bp's beliefs - '[Who we are](#)' defines what we stand for at bp. They are the basis of our business culture and form the backbone of our Code of Conduct. We look for evidence of these behaviours in all our new hires and use this as an important part of the selection process.
- Remember you should try to use the STAR technique when considering your answers to questions. The acronym STAR stands for:
  - Situation
  - Task
  - Action
  - Result
- It is a universally recognized communication technique designed to enable you to provide a meaningful and complete answer to questions asking for examples. At the same time, it has the advantage of being simple enough to be applied easily.