

THE JETSET MEDICS GUIDE TO YOUR MEDICAL JOB INTERVIEW FOR INTERNATIONAL MEDICAL GRADUATES

Key Messages



“How can I demonstrate that I have taken the time and initiative to show that I want to work in their hospital AND the NHS? What makes me different from the rest?”

Maintain this mind-set at the core of your preparation and practice.



Essential Reading: Please see the [books section](#) on the website.



Practice: It is essential that you practice your answers to help you build confidence in your content and delivery.

Before the interview:

- ➔ Make a CV and ensure you have evidence of all of your achievements (letters, certificates, emails etc.)
- ➔ Write a short cover letter specific to the hospital and job. Keep it short; explain your intentions and what you can bring to the post.
- ➔ Analyse each item on your CV and ask yourself the following questions:
 - What was my role in this?
 - What did I learn from this experience?
 - How am I going to take this forward into the job that I am applying for?
- ➔ Ensure you are at your interview on time. If it is a virtual interview ensure you have access to a reliable computer and Internet connection in a quiet, well-lit room.

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During the interview:

Frameworks

These are useful as a guide to give your answers some structure and direction. Be aware that interviewers are no stranger to these frameworks, therefore it is important that you practice developing your own style to avoid coming across as rehearsed.

Self-Assessment/Motivation Questions

(E.g. tell me about yourself, why this hospital? why this speciality?)



CAMP

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Clinical

Your clinical experience in the UK and overseas. What did you do and learn? Give specific examples, career interests.

Academic/Teaching

Knowledge of Research, Clinical Governance (Includes Audits and Quality Improvement Projects, Teaching experience), opportunities you might like to get involved in at the hospital you are applying to.)

Management/teamwork

(Roles of responsibility in voluntary organisations, university societies, part-time jobs, sports teams etc.)

Personal

What you do in your free time? How do you maintain a healthy work life balance? Think about the area you will be working in, is it close to family/friends, good links to cities or recreational activities in your locality?

Personal or Professional Attributes/Follow on questions related to your CV
(E.g. tell me about a time you showed leadership, give an example of an audit you've done, tell me about a bad experience you've had as a teacher):

 Be the **STAR** of the show!

Situation

Set the scene, when did this happen? Where were you? One sentence is enough!

Task

What were you trying to achieve? What was the aim?

Action

What did YOU do? What qualities did you display? What initiative did you take?

Reflect

What happened? It doesn't matter about the result. What is important is that you show you have reflected on it. How can you take this forward in your training?

Challenging Encounters

(E.g. a colleague turns up repeatedly late to the morning handover whilst you are on a night shift, how do you approach this?)

 Be tactical like a group of **SPIES**.

Seek Information

Approach the problem directly and enquire about the context.

Patient Safety

Make this your priority and ensure that you minimise risk to patient safety and dignity e.g. removing the issue from the ward/clinical area.

Initiative

What can you do to show that you can think on your feet? Bring out some of your own personal attributes if you can.

Escalate

At an F1 level, you are expected to escalate information in a timely and confidential manner to your senior (typically a registrar, consultant or senior nurse). This can be done via phone, face-to-face or through Incident Reporting systems.

Support

It is inevitable that all of us will encounter a challenging situation, so it is important to support your colleagues and patients and exercise empathy.

Ethical/Opinion-based questions

(E.g. what is your opinion about the social media in medicine? How do you think COVID19 will change the way we deliver healthcare)

SBAR

Situation

What's the current stance on the dilemma? Set the scene...

Background

Why is this issue important? What impact does it have on healthcare, geopolitics, the environment and our society as a whole? Relevant statistics and facts are useful here.

Assessment

Your opinion and contrast and compare it the opposing views, give examples from your own reading/experience.

Reflect

What has this taught you? How might the situation change in the future?

As long as you make safe and sensible suggestions that are in line with good medical practice, there's no single right answer! Read the news, watch webinars and listen podcasts to stay up to date with what's going on in the UK medical community. You also have the strength of working in different countries so it's always good to share these perspectives too.

Please see our [resources page](#) for more information.

Delivering your answer

- ➔ Pause, think about your answer and which framework you may want to apply. Take a deep breath before you reply
- ➔ Keep your answers less than 2 minutes (ideally 1 ½ minutes)
- ➔ Answer the question directly (If they ask for one example, then only give them one.)
- ➔ Quality is better than quantity: it is more effective to discuss what you learnt rather than the technicalities of the experience.
- ➔ It's okay to ask the interviewer to clarify or repeat anything you don't understand.

Clinical Scenario

You will typically be asked to review an unwell patient or be asked to prioritise a set of tasks. For example:

"You are the FY1 Doctor on a busy on-call shift. The nurse asks you to see 75M who is day 1 post op for a Hemicolectomy. He has complained of sudden onset shortness of breath. His observations (vital signs) are: HR 120, BP 90/60, O2 Sats 90% in RA, RR 28, Temp 37°C". How do you proceed?

This question will test your ability to carry out the following:


- Prioritise and recognise an acutely unwell patient.
- Perform a thorough [A to E assessment](#) and correct any abnormalities as you recognise them.
- Reassess and review the response to your treatment.
- Escalating to a senior (knowing your limitations and being safe.)
- Work in a team (delegating tasks and communicating effectively under stress.)

Check out this [page](#) for a recap of the management of common emergencies.

Who do I escalate to?

This will vary based on who is present/time of day. The following are useful to contact:

- Senior House Officer/Core Trainee
- Registrar
- Consultant
- Clinical Supervisor
- Medical Director



Increasing Seniority

Other useful points of escalation include:

- Critical Care Outreach Team
- Medical Emergency Team/Cardiac Arrest Team (phone 2222)
- Major Haemorrhage Call (if life threatening bleed suspected)

Don't forget

- Ask if it is SAFE to approach the patient (Consider the importance of PPE)
- Call for help early (other members of the multidisciplinary team)
- Wash your hands, introduce yourself and check it's the right patient!
- Complete your ABCDEFG and come up with some differential diagnoses. Ask yourself: What's the most serious thing this could be and how you could rule it in/out?
- Ensure you check for allergies before you prescribe
- Start basic treatment before you escalate
- Documentation in the notes when possible

Buzz Words/Phrases

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Here are some key phrases and components that embody the NHS as part of a trend towards Values Based Recruitment (VBR.) Try and incorporate these concepts into your answers and demonstrate your examples.

- "Multidisciplinary team approach" (see [this example](#))
- "Patient safety"
- "[On reflection...](#)"
- [Clinical governance](#)
- "Patient-centred care"
- "[Good Medical Practice](#)"
- "I would escalate this to..."
- Reassess

Useful Resources and Terminology:

[Early Warning Score \(EWS\)-](#)

A widely used system measure the how ill a patient is based on their vital signs. This is a useful way to help you prioritise your reviews.

[SBAR](#)

An excellent framework used to communicate information in a timely and clear manner

Incident Report-

A centralised system used to raise any concerns that relate to the safety of patients and staff. E.g. mistakes, injuries, accidents or critical events.

Exception Report-

A system designed to report any concerns regarding your employment or training e.g. having to work late, are unable to go to teaching.

After the Interview

- ➔ Well done! You've just had an excellent opportunity to learn what an interview is like. You can only get better!
- ➔ Try and ask for feedback. Even if you get the job, there's always something to learn for next time.
- ➔ Don't worry if it didn't work out, there are always more opportunities and you can only get better. This was the best possible way to practice.

Practice Questions

Have a go at practicing these questions [here](#). Not all of these questions are relevant to an FY1 doctor interview, but some good examples are as follows:

Please take me through your CV

Tell me about yourself

Why do you want to work in this hospital/area?

Why do you want to work in the NHS?

Tell me about a time you demonstrated good leadership skills?

What are the roles and responsibilities of a junior doctor?

Tell me about a time you demonstrated good communication skills

How do you maintain a good work-life balance?

How do you know you are a good teacher?

Tell me about a time you made a mistake

What is clinical governance? Have you been involved in any aspects?

One of your colleagues turns up consistently late to the morning handover, meaning you are leaving 30 minutes late after a night shift. How do you resolve this?

A 30 year-old otherwise healthy woman comes in to your ED complaining of an itchy red rash that started soon after eating some seafood at a restaurant. She complains of a scratchy feeling in her throat and shortness of breath. She denies lip or tongue swelling, SOB, abdominal pain, vomiting or fever. On examination, she appears uncomfortable, scratching at her neck with an obvious raised patchy red urticarial rash all over her neck and torso. Her voice is normal, lips and tongue do not appear swollen, there's no stridor and her chest is clear. Her observations are HR 130, BP 90/60, temperature 37 degrees Celsius, sats 90% in room air, RR 27. How do you approach this?

If you feel like you would like some more practice before your interview then please check out our website for group and one-to-one [interview coaching opportunities](#).

Best wishes and good luck!

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References

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Acknowledgements

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