

ONLINE JOB INTERVIEW

A new standard in the application process

Online interviews via Zoom or Teams are now standard in the first application rounds at many companies. They save time and effort for both sides. These virtual conversations are often shorter – sometimes limited to 30 minutes. But content-wise, they are no different from in-person interviews: recruiters assess professional fit and personal suitability. Your preparation should therefore be just as thorough – in terms of both content and mindset.

Technology is not a side issue

Despite being common, online interviews still pose some risks. Applicants sometimes underestimate them – a mistake. Make sure your camera is well positioned, the lighting is flattering, and the background is calm. Dress professionally – you can usually skip the blazer. To create virtual eye contact, occasionally look directly into the camera. Keep gestures subtle, as hands appear oversized close to the screen. Pro tip: do a test run with someone you trust. It will boost your confidence.