

# Hire STEM Women – Video Interview Tips



**Hire STEM Women**  
Bridging the gender & diversity gap

Hire STEM Women conducts mock video interviews to help you ace these. Please email our recruitment team on [hq@hirestemwomen.co.uk](mailto:hq@hirestemwomen.co.uk) to get further support. Below we have included top tips on how to do well in video interviews.

## Top tips from the Hire STEM Women recruitment team

- **Prepare:**
  - Make sure you do as much research into the company you are applying to, this will help you prepare on what to say in your video interview.
- **Practice:**
  - It's very important that you practice. You may feel awkward talking alone, but this will be your first step in helping you prepare. Use tools such as a video recorder to practice and prepare yourself, keep recording and practicing till you get it right and feel satisfied with your performance.
- **Confidence:**
  - Feel confident when recording yourself. This can be achieved by practicing of course, but also by speaking clearly and sitting straight. It is always tough when you have nobody around you but this will help with the nerves. If you are still struggling practice with friends or family.
- **Microphone & Sound:**
  - Be aware of where your microphone is located. Ensure there is no noise in the background and that you are in a spot where you will not be disturbed. Make sure there are no distractions and when you speak, speak clearly and loudly enough for the video.
- **Body Language:**
  - Look into the camera, not away from it. Imagine the camera is a person and you need to have good eye contact with the lens. If you are not sure of your script, make bullet points, not paragraphs which will help you when recording. Place your script where you can easily see it whilst doing your interview.
  - Your smile is meant to be a tool to show your potential colleagues you are a pleasant person to work with. Nerves are normal, but when recording a video, you really need to make an effort to be aware of these nerves. This is why we recommend doing several practice interviews before you do a final video recording.
- **Common nervous signs include:**
  - Super animated hand movements
  - Touching your face
  - Giggling
  - Playing with your hair
  - Common uses of "umm", "uh-huh" or "like"
  - Try to make time to sit in a room away from people and practice and when you do, you will notice a massive improvement in your final videos.
- **Posture and Positioning:**
  - Make sure you sit upright and keep your back straight. Make sure you are facing the camera and looking straight at the lens. Adjust your chair to make sure you are not too low or high in the frame.

- **Timing:**
  - Speak slowly and think before you speak. Timing is everything, don't rush your words.
  
- **Connection:**
  - Make sure your internet connection is good. Poor connection can result in very poor quality videos. Have a webcam that works. Make sure there is no noise around you. Be professional throughout your video.
  
- **Positioning of your camera:**
  - If you are recording your video at home, make sure you position the camera well. Place the webcam on a stack of books or a box behind your monitor. You'll want the webcam to be a bit above your eye-line, almost in-line with the top of your head.
  
- **For built in webcams:**
  - Similar to the advice above – place your laptop on something so that the webcam is above your eye-line, in-line with the top of your head.
  
- **Lighting for your Webcam:**
  - Lighting is very important, as is the background on your camera.
  - A neutral background (plain white) is best.
  - It's also a good idea to avoid having a mirror reflection show up on camera.
  
- **Outfits and Make-up for the video interview:**
  - White shirts, blouses or jackets are not recommended due to how webcams work with the lighting. White could come across as too bright.
  - Good colours to wear are softer / solid colours as they work well with the camera. A dark blue is a good option, or even grey with a black blouse.
  - Avoid wearing strong patterns.
  - Keep makeup to a minimum.