

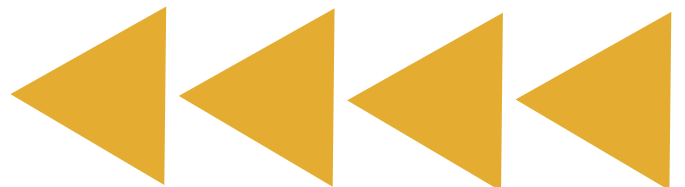


INTERVIEW QUESTIONS



PREPARATIONS FOR
VETERINARIANS AND
VETERINARY NURSES

SEVEN ANIMAL HEALTH





First things first...

Whichever role you're interviewing for, you'll need to do the following to prepare. Remember: Things aren't as simple as knowing *how* to do the job. You must be relatable, not just to animals but people as well.

- Read about the company which you're interviewing for: A lack of knowledge about the business you're interviewing with is not only embarrassing but a little offensive to your interviewer. If you're interviewing with the business owner you should bear in mind that they will have a lot of pride in what they have built, much the same as most senior representatives of a company. Researching the company not only shows your interest, but it also represents the kind of behaviours you put in to your work. Even if you only spend 20 minutes doing so, you've shown that you're willing to take time out of your schedule to improve your knowledge and this will go a long way with your interviewer.

What to bring:

- Print and bring a copy of your up to date resume to the interview
- Bring along any letters of recommendation or details of referees
- A prepared list of questions to ask your interviewer (detailed later in this article). This will not only help you to get a better understanding of the role on offer, it will represent to your interviewer that, not only are you very interested in the position, but also you're making sure that the role is the right fit for you.
- Notes to answer interview questions with. It's always okay to bring notes in to an interview and feel comfortable to look at them and read from them. Perhaps write them on a neat and tidy notepad, rather than a scrap of paper.



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Examples of interview questions

General experience/about you

- Describe your previous experience. What did you like or dislike about it? *Remember not to speak poorly of previous management/employers. Whatever the reason is for your leaving, even if it wasn't voluntary on your part, keep the tone as positive as possible, focusing on the future and what's next for you, including what excites you about this new opportunity.*
- What made you decide to be a veterinarian/vet nurse?
- What sets you apart from other veterinarians/nurses, and why are you the best candidate for this job?
- What is the most difficult case/situation you've been faced with since you got in to veterinary medicine? How did you handle this?
- In your position now, knowing what you do, what would you say to someone who is just starting a career as a veterinarian/nurse? Or what advice do you wish you had at the beginning of your career?
- What are your most and least favourite things about being a veterinarian/nurse?
- Working in a veterinary clinic can be stressful at times. What are some ways that you prepare yourself for potentially stressful situations? How do you cope with stress as it happens and outside of work?

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Examples of interview questions

Customer focus

- How do you approach offering support to families who are demanding or are facing uncertainty with the health of their pets?
- What would your response be to a client who wants to euthanise their pet because they can no longer care for it?
- What would you do if a client comes in with an injured animal that will surely die without medical attention, but they only have a few dollars and the cost for animal care, and extended care, will be much higher than they are able to pay for?
- If you make a mistake and cause the death of an animal, what would you do?
- What would you do if you suspected that an animal you are treating was being abused or neglected?

Learning and development

- Which areas of your practice do you feel you could improve on or would like additional support/training?
- How do you stay up to date in the field of veterinary medicine?
- Which areas of veterinary medicine are you passionate about or would like to study/specialise in?
- What are some volunteer/charity projects or special interests you spend time on, outside of work?

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Examples of interview questions

Working conditions

- Are you willing to work nights, weekends or holidays?
- What salary are you hoping to achieve? *Your interviewer should know the industry standard for your role and level of experience. Make sure you do, and if not, then check with your Seven consultant. Having this information will allow you to answer this question with a lot more conviction.*

Communication and workplace conduct

- Describe any conflict you have experienced in a workplace and how did you approach it? Was it resolved?
- Explain how you are a good communicator and capable of building strong relationships with peers and clients?
- How do you feel about working with people who have diverse backgrounds or beliefs?

Write some notes to answer the above questions. This way, you'll have memories of your career fresh in your mind, ready to explain. These notes should be taken with you to your interview, from which you can read from or refer to. Your preparation will not go unnoticed by your potential new employer.

Whilst writing your interview prep, you'll need to think of some questions you would like to ask your interviewer. Use some of the examples on the next page to help you think of questions that you would like answers to.



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Questions for you to ask

- What are the keys to success in this role? *There's a difference between **talking about the role** and **talking about how to be successful** in the role. A candidate who is interested in what they can bring to the company and how they can excel, will impress any interviewer. You'll also gain more clarity on the position to ensure that it's the right fit for you.*
- How do you measure performance? *Organisations approach performance benchmarks in different ways that often include hitting key performance indicators (KPIs) and conducting performance reviews. Finding out how the role you're interviewing for is measured will help you understand how it needs to be approached and what aspects of your past performance you need to highlight. If you've achieved excellent performance reviews in the past or exceeded your KPIs in previous positions, be sure to mention this.*
- Do you offer professional development opportunities? *Don't be afraid to ask about the professional development opportunities available at the company. You may be concerned about coming across as overly opportunistic but what you will really be demonstrating is your dedication to improving and developing yourself. An employee who strives to build their skills and capabilities is an asset to any company and this won't go unnoticed by your interviewer.*

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Questions for you to ask

- What kind of support do you give to new members of staff?
- What expectations would you have for my first 30, 60, 90 days?
- What would my hours, roster, over-time look like?
- What would a typical day look like for me?
- Could you describe your staff and team dynamic?
- What are the next steps? *Candidates often forget to discuss what happens after the interview. Should you expect a call or email, and within what timeframe? Are there further rounds of interviews or testing? Asking these questions will ensure you know what to expect and your interviewer will know you're highly interested in the role.*

Next steps with Seven

Once you've finished your interview, you'll need to give your consultant at Seven a call.

Let them know what you thought of the practice and your interviewer and some of the key answers you got to your questions.

This allows your Seven consultant to understand how the interview went and how to proceed accordingly.

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