

What are recruiters looking for?

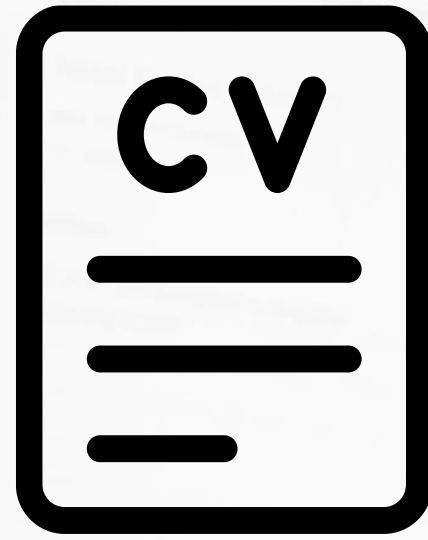
Katie Wery - Chief People Officer

Dr Jacqueline Thompson - Medical Director: Pensions



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Pre-interview



CV

Highlight your education, career history, and any Occupational Health experience, such as shadowing. Have you tailored your CV to emphasise relevant OH skills and experiences?

Is your CV concise and easy to read?



Engagement

Be prompt and responsive in communications, such as emails, especially when arranging interviews. Have you confirmed the interview details and any necessary documents?

Are you prepared to follow up if needed?

At the interview

Prepped

Research the company thoroughly and show genuine interest in joining the organisation.

- What do you know about their values or services?
- How does their approach align with your professional goals?

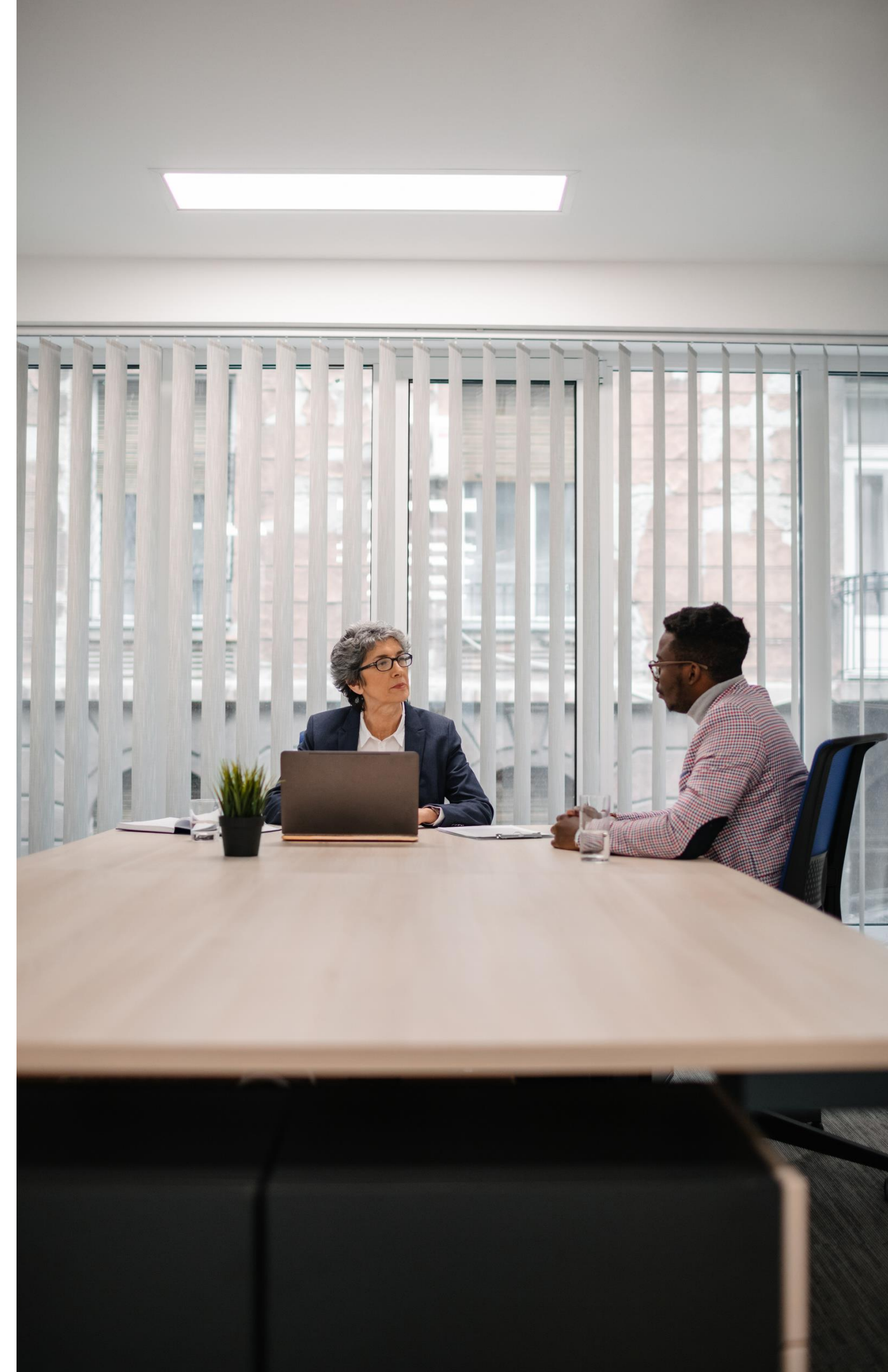
CPD

Show your commitment to Occupational Health (OH).

- Have you been reading articles from the SOM?
- How would you answer the question, "What's currently topical in Occupational Health?"

OH Experience

- Have you done any shadowing or spoken with other OH doctors?
- Have you joined groups with others interested in OH?
- What did you learn from your diploma case study?
- What aspects of OH interest you, and what are your long-term goals?



At the interview

Current Role

Consider what tasks in your current role relate to OH. For instance, do you...

- Write reports?
- Work to deadlines?
- Have a solid understanding of how the Equality Act applies to OH?

OH Reports

Think about how you would structure an OH report.

- When would you seek input from others?
- How would you handle a complex case?

Team Player

How do you support your colleagues?

- Do you proactively share knowledge or offer assistance when needed?
- How would you collaborate with multidisciplinary teams, such as HR or physiotherapists, to ensure a comprehensive approach to cases?



Dos and Don'ts

- ✓ Research the company thoroughly. Ensure their values align with yours and be prepared to explain why you want to work for them.
- ✓ Stay informed on the latest news and trends in Occupational Health (OH). Shadow professionals and network to build connections.
- ✓ Talk to people already working in OH to learn about the field. Reflect on what areas interest you, considering your long-term goals.
- ✓ Identify transferable skills from your current role, such as meeting deadlines and report writing, and highlight these in your interview.
- ✓ Research how OH reports are written. Consider how you'd structure a report and which references are relevant.
- ✓ Demonstrate how you'd handle a complex clinical issue. How would you deal with it? Who would you escalate it to, and when?
- ✓ Consider what attributes you bring as a team player. How do you support others, and what have you done to go above and beyond to help a teammate?

- ✗ Be unprepared or show no genuine interest in the company when answering questions.
- ✗ Dismiss the importance of staying up to date with OH news and miss out on networking opportunities.
- ✗ Neglect to research the various areas of OH and how they might align with your interests.
- ✗ Fail to have examples of your transferable skills, such as report writing or meeting deadlines.
- ✗ Be unaware of relevant legislation, like the Health & Safety at Work Act and the Equality Act.
- ✗ Feel you need to handle everything alone without seeking input or guidance from colleagues.
- ✗ Come across as unsupportive, disrespectful, or dismissive of others' perspectives or contributions.

**Thank you.
Any questions?**



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