Pre-Screening Process (Asynchronous Interviews)

ANL – IAEA Workshop

November 2019
Evidence-based recruitment

Candidate assessment is conducted at various stages
Asynchronous Video Interview
Learning Objectives:

• Explain and understand pre-screening processes

• Overcome the fear

• Tips, hints and recommendations to prepare and undertake a Sonru interview
Your Sonru Experience

What is an Asynchronous Video Assessment?

**Asynchronous interview** = interviewer and interviewee are not online at the same time

For screening purposes, we use asynchronous interviews

**Synchronous interview** = interviewer and interviewee are online at the same time

At a later stage, selected candidates will undergo a video-conference panel interview, which is synchronous
Why Use Asynchronous Video Assessment?

- Greater resource for technical expertise and/or cultural fit
- Less biased approach to interviews through a lack of interviewer bias
- Flexibility of interview completion
  - Location
  - Technology
  - Time
How do we evaluate Sonru interviews?

- Hiring managers and recruiters will be focused on the content of your answers
- Communication style (structure of the answer, focus and clarity)
- Depth and complexity of the examples that you will bring (when applicable)
- Body language and posture are important but not essential
- Hiring managers are looking for a good fit for their team: convey a positive attitude!
If you are selected for the next round...

1. Invitation Email
2. Instructions Email
3. Reminder Email
What are the Sonru Assessments Like?

- **Average Number of Questions**: 5
- **Average amount of time to answer per question**: 3 Minutes
- **Average amount of time to read a question and prepare for a response**: 2 Minutes
- **Average Number of Calendar Days to complete interview**: 7 Days
Examples of Sonru questions that can be asked

**Motivational:** Please tell us what motivated you to apply for this position and explain what specific skills and abilities that you possess make of you the best candidate.

**Job related generic:** Tell us briefly about your experience in project management. Please specify the different steps in the implementation of a project management cycle that you typically use.

**Job related technical/specific:** Please describe the differences between managing the Core Budget and managing the Development Fund Budget of an International Organization?

**Managerial:** Describe a time when you were supervising a team where a staff member’s performance and/or attitude was negatively impacting the team and explain how you dealt with it.

**Scenario:** How would you lead and coordinate programme development, implementation, monitoring and ensure targeted delivery levels are met within the Section?

**Competency based:** Please tell us of a time when you had exceeded the expectations of an internal client or key stakeholder.
Useful Tips

- Choose a quiet room
- Find uninterrupted time to complete the interview
- Test your audio visual tools
- Do a trial run
- Treat it like a normal face to face interview
- Have a pen and paper to take notes
Useful Tips & Non-Verbal Communication

Speak in a conversational voice

Be confident, Smile when appropriate

Dress professionally

Be mindful of hand gestures and posture
Thank you! Questions?