Video interviews

The use of recorded video interviews is increasing. These started with technology companies, but have now spread to mainstream employers. These differ from Skype interviews in that all candidates are usually asked the same questions which can be tailored to the specific job the employer is recruiting for. Recruiters have the opportunity to replay, review, and rate the interviews online, so they can compare candidates without having to remember who said what.

A structure used by one company is as follows:

- Arrangements for an interview are scheduled at a company office or via the applicant’s laptop or tablet.
- A tutorial will provide instructions on the webcam and the interview.
- The applicant will have 30 seconds to read the question and two minutes to respond.