



On Demand Video Interviewing

Hints & Tips for Candidates

About the Video Interviewing Tool in HSBC

HSBC has engaged with a Video Interviewing technology partner called Modern Hire which has On Demand interviewing capabilities. On Demand video interviewing is being used for some roles instead of telephone interviewing and allows you to conduct the interview at a time that suits you best.

The below guidance should assist you to successfully complete the On Demand video interview.

Technology Set Up:

- ◆ Check the recommended browser or app requirements needed on your computer, laptop or device from the invite as soon as you receive it. This will allow you to download anything if you need to in order for you to complete the interview
 - If you are an HSBC employee, you will need to use new Microsoft Edge, or download Google Chrome which can be requested by Service Now if you do not already have this installed. You can speak to your Recruiter if you require assistance. Alternatively, you can forward the link in the invite to a personal email so that you can complete the On Demand interview on a personal device
- ◆ Fully charge your laptop or mobile device that will be used to ensure you don't lose any answer submissions before saving
- ◆ The link in your invite will take you to the Modern Hire log in page. Once logged in you will be able to see the interview you have been invited to complete. You'll be able to continue to log in and review your previously submitted interviews at any time.
 - If you are an HSBC employee, you will need to copy the link from the invite into the Microsoft Edge or Chrome browser to complete the On Demand interview

On Demand Interviews:

- ◆ On Demand interviews are questions that are pre-set for you to answer via video (or audio where indicated) which do not require an interviewer either on the phone or face to face to listen to your responses live
- ◆ Typically, you will have an opportunity to review the questions and re-take your answer however this may not always be the case. The on-screen instructions will alert you to this as appropriate
- ◆ You can complete this in your own time that suits you best, however there will be a deadline date set that we will need your submission by so please be aware of this
- ◆ Ensure you are in a quiet room or area, well lit and free of distractions
- ◆ Close any unnecessary browsers or applications that may notify you and distract you on your device when you are trying to record your answer to the questions
- ◆ Dress as you would for a face to face interview with an Interviewer, this will help you get into the interview 'zone' and submit your best response
- ◆ Look directly at the camera and avoid looking at yourself on screen, imagine the interviewer who will be reviewing this video is there and you are talking to that person.
- ◆ Relax! We aim to set up the questions to allow you to answer at your best and showcase your experience and what you'd bring to the job and HSBC. In the same way as any other interview, we are looking for candidates that demonstrate the best potential fit to the role we are hiring