

Recruitment Shake Up: Are Interviews a thing of the past?

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Background: Recruitment is core to our Pharmacy workforce and efforts in this space have increased dramatically with the severe workforce shortages recently experienced. Various strategies are used however traditional interviews serve as an essential component of the majority of Pharmacist recruitment processes.

Objective: The objective was to assess both candidate and panel perceptions' of a Voice Over presentation (VoP) submission as an alternative to traditional interviews.

Action: As part of three Senior Pharmacist recruitment processes, a VoP submission was undertaken as a recruitment strategy. Candidates were asked to submit a video and audio recording of their responses to interview questions, with a combination of motivating, behavioural and situational questions. Each candidate and panel member were asked to complete an anonymous survey consisting of Likert and qualitative questions relating to their views on the VoP recruitment strategy as an alternative to traditional interviews.



“The VoP interview process gave me time to consider and prepare my answers and removed a lot of the nerves of a normal interview which stop me from being myself”

Evaluation: Thirteen of Nineteen candidates and seven of nine panel members responded to the survey. Regarding candidate feedback, 77% (10/13) expressed that they preferred the VoP to a traditional interview. Qualitative feedback was themed with resultant themes relating to the benefits of this process which identified three key themes: “Optimised preparation time”, “increased consideration in preparing answers” and “reduction in nerves/stress” with comments also made pertaining to improved technology skills gained. The key disadvantages to this strategy were themed as “unfamiliar technology” and “nil opportunities for discussion with panel”. All seven panel members favoured this strategy in the interests of both time and negating the need for the panel to formally gather for the traditional interview surmising it an effective alternative strategy to consider dependent on the recruitment processes required.

Discussion: This direct candidate and panel feedback to support the use of alternative recruitment strategies confirms VoPs are a worthwhile strategy for consideration by Pharmacy managers.