



6 Tips For Virtual Regional Anesthesiology Interviews



In the COVID-19 era, it is unknown when medical trainees will be able to interview again in person. Prioritizing safety means proceeding with virtual interviews for the foreseeable future. Here are some recommendations for ensuring a successful interview experience for both programs and applicants.

1 Go virtual for all interviews



If given a choice, applicants may feel they need to interview in person in order to have fair footing. Interviewing all candidates virtually, including internal candidates, may ensure a more equitable process and allow for more streamlined planning for interview days. Welcoming virtual backgrounds helps promote privacy and equality among participants.

2 Showcase your program



One of the biggest drawbacks to virtual interviews is applicants' inability to experience the culture of a program. Producing virtual tours, interviews, and materials with links to information about the people and the local area will help interviewees learn about the culture of your program. Consider offering a video social event with current trainees. Maintain your social media presence. Make sure your website is up to date and accurate.

3 Train your interviewers



Train your interviewers well in advance of the interview day. Ensure they have adequate equipment and space to interview. Provide Unconscious Bias self-evaluation and training for all interviewers, to encourage a process that values equity. Consider additional training to recognize video-specific biases that may arise.

4 Do a test run



Ideally, an administrator should coordinate the interview day, to remove interviewers from the added burden of technical responsibilities. Interviewers, and possibly applicants, should do a test run with an administrator to ensure good lighting, background, sound, and adequate bandwidth.

5 Plan for glitches



Computers crash! Disruptions happen! Expect the unexpected. Provide cell phone numbers to each applicant and interviewer in case of technical difficulties. Protect privacy by using passwords and not recording sessions. Discuss a "Zoombomb" plan as part of your interview day introduction. Make sure each interviewer has contact information for your administrator.

6 Treat the day like an in-person interview



Dress as you would for an in-person interview. Meticulously plan and distribute an agenda ahead of time. Build in times for bathroom breaks and meals. If you would like for a session to include food or drinks, specify in the agenda, such as a "Coffee and Introductions" session.

Please scan this QR code for references regarding anesthesiology virtual interviews

