

Grouped Consultant Interview Questions

Personal Journey and Experience

- Tell us about your journey/experience so far?
- Talk me through your CV
- Why are you suitable and best candidate for the role?
- Tell us about your CV/self
- What are your 5 year goals?
- What is unique about you?

Preparation and Motivation

- What have you done to prepare for this interview?
- Why do you want to work here/Why <this trust>?
- Why do you want to work with adolescents?
- What skills do you bring to the role?

Relationships and Conflict Management

- Questions about building relationships between ED and <this specialty>
- How do you handle conflict?
- How have you dealt with conflict with a colleague and what did you learn?
- How have you dealt with conflict within your team?
- How do you handle stress and its impact on team/you/clinical care?
- Managing parents/patients' expectations
- Conflict with a patient

Leadership and Teamwork

- Tell us about a project you have led on
- Tell us about your leadership style
- When have you innovated and what did you learn?
- How do you demonstrate leadership qualities?
- Are you a good leader? Role model, vision, communicator?
- Example of MDT working and how did you get the best from everyone?
- Example of positive impact on team
- How do you bring about a positive change in practice within your new department in the face of opposition from established consultants?
- How will you improve undergraduate medical education at <this trust>?
- How will you improve research at <this trust>?

EDI (Equality, Diversity, Inclusion)

- What does EDI mean to you and how have you demonstrated it in your work?
- How can you bring EDI to the team and organisation?
- What can you do to improve EDI issues for patients here?
- What can you do to improve EDI issues for staff here?
- Give me an example of a time when you demonstrated awareness of EDI issues in the past?

KPIs and Quality Improvement

- What KPIs are you aware of and how do you plan to achieve them?
- How would you improve the quality of the service here?
- How would you measure the quality of the service here?
- How will we measure the quality of your personal practice?
- How will you improve and measure clinical effectiveness?
- How will you improve and measure patient safety?
- How will you improve and measure patient experience?
- How would you measure quality of care in your specialty?

Clinical Scenarios and Patient Care

- Clinical scenario
- Safeguarding scenario
- Example of ambiguity with no precedent
- Example of a less than perfect decision and how did you resolve and what did you learn?
- Tell us about a clinical case that expanded your horizons?
- Working in General acute paediatrics can be associated with high intensity and pressure within yourself and the team. Tell us how you would recognise this and as a follow-up question, how you would mitigate against this?

Feedback and Improvement

- When have you asked for feedback and can you give an example of when feedback changed your practice?
- Example of some feedback you have had and how you changed your approach and what you learned from it?
- Tell us about a change project you did?
- Tell us about your weakness - do you have insight, how do you reflect, give example from distant past, show how you reflected and have improved and can help others in a similar situation, identify gaps in your skill sets and fill those gaps with people in your team?

Goals and Vision

- How will you represent trust values?
- How will you improve the reputation of the trust?
- What may you bring to the department outside of clinical skills - e.g. management, governance, leadership, education, research?
- How do you envisage technology working in the post-covid era?
- What are your hobbies and what job would you have done if you weren't a <specialty>?

Personal Attributes and Skills

- Communication: Active listening, empathy, rapport
- Teamwork/team-playing: Reliable, initiative, proactive, takes responsibility, admits mistakes
- Leadership: Clear objectives/sense of direction, leads by example, understands and motivates team, implements change
- Stress management: Recognise triggers, acute anxiety, chronic burnout, team vs individual plan

- Example when you supported a colleague
- Example of positive impact on team
- What are you proud of - example and learned

Other Scenarios and Situations

- Martha's law - how it will influence our practice?
- Whistle blowing Lucy Letby?
- Adolescents
- Medical probity scenarios - bullying, drunk colleague
- How can you help us save money?
- How can you help us improve flow?
- Thoughts about doctors' strike?
- Wellbeing
- Staffing
- Recruitment/retention
- How would you deal with an underperforming colleague?
- When did you last fill in an incident form and what was the outcome?

Future Planning and Self-Improvement

- As a new consultant, have you identified any development needs and how will you address them?
- As a consultant, how would you make sure your team is up to scratch?