Technical interviews

Technical interviews are part of nearly all IT interview processes, and the most feared!

A technical interview is pretty simple, because they have already seen your CV and by this stage given you a short telephone interview;

They know you can do the job; they just want to ask a few questions to confirm your experience and find out how well you can do it

(REMEMBER: If you didn't have the right skills and experience you would not be invited for interview!)

They want to find out what you know and how deep your knowledge is, in your own words, so don't be put off if they ask you questions that you have already answered in your CV.

They will ask questions based on two pieces of information:
- The Job Description
- Your CV

(This is all you need to know before the interview, and one of them was written by you!)

Make sure you know your experience;
- Dates of employment?
- Which technologies you used in which project?
- What new technologies did you learn there?

(If you have your CV to hand, you have all these answers in front of you)

Make sure you know the Job you are being interviewed for;
- What is the job?
- What are your responsibilities?
- What are the skills you need?

(If you have the Job Description to hand, you have all these answers in front of you)

GIVE RELEVANT INFORMATION WHEN YOU ANSWER QUESTIONS
To do this, think about what the question is asking and apply the **STAR** technique: This will give your answers structure

- **S:** Situation – Explain which company, project and your role.
- **T:** Task – What did you have to achieve/overcome
- **A:** Action – What you did (as an individual as well as a team)
- **R:** Result – The outcome, (this can be successful or not)

They want to hear what **you** (personally) did in each scenario, so make sure you use terms like "**I** was responsible for..." and "**My** role was to..."
FOR EXAMPLE: "At Simon James IT I was working as Head of Talent Acquisition. **(S)** My role was to arrange and prepare a candidate for interview **(T)** so I confirmed the details over the telephone; I followed this with an email and included some preparation notes and tips to help the candidate. **(A)** the candidate knew when and where the interview was, what they had to do and how to do it, the candidate was successful and got offered the role **(R)**."