

# Recruitment Interview in France

## What is the purpose of the visit?

Main goal of the visit in France is to enable both the doctors and CCARM representatives to make a decision regarding their future potential cooperation.

Even though this phase can seem particularly stressful, bear in mind that both parties are interested in a positive conclusion of the selection process.

Main purposes of the interviews in France are:

- establish new professional relationship;
- get to know the region of CCARM;
- from the members of the jury perspective: to complete candidates' data, clarify doubts that could have appeared while reading the CVs and prepare a preliminary outline of the individual induction training, in case the doctors' wish to work as collaborators or hospital doctors during the induction phase;
- check whether the doctors' personality matches the culture of the CCARM and whether he or she would get on well with the team;
- learn about the doctors' motivation to settle in in France.

## Useful tips

It is important to read the information you included in the CV and be able to show your professional self-awareness when speaking to your potential collaborators.

Also, remember to read the CCARM website, take notes and prepare a checklist of questions you would like to ask beforehand.

- Having in mind that your experience and qualifications are needed, be confident! The knowledge and skills of foreign doctors are highly valued abroad.
- Practice your answers to most common interview questions. The questions during the interview most likely will concern a few main areas such as: qualifications, medical knowledge, personality, motivation to work in the particular region and willingness to achieve professional goals (see Paragona's list of Most Frequent Questions below).
- Present yourself as a tolerant person who can adjust to potential colleagues.
- Volunteer to give relevant information about yourself. It is better not to expect the interviewer to ask all the right questions to bring out all of your strengths!
- Listen carefully. Be sure you understand the questions! Ask for clarification when in doubt.

- The interviews are not only questions and answers. Be aware that the employers or their representatives will also pay attention to the candidates' behaviour, their communication skills, confidence and appearance. Do not badmouth about your past employers and drawbacks of the health care system in your home country. Do not joke or badmouth about minorities – national, sexual etc.

### **Most Frequent Questions**

Here is the list of the questions you may expect during the interview. Prepare the answers in English or French before the interview visit so that you are not desperately looking for an answer in a stressful situation.

1. Why would you like to work in France? Why is the particular region attractive for you?
2. What is your family thinking about your decision?
3. Do you think this offer will allow you to achieve your professional goals?
4. Where do you work? Please describe your typical day of work and patients you meet.
7. Have you ever had a chance to work with foreign doctors?
8. What do you see yourself doing 5 years from now?
5. What gives you satisfaction at work?
9. How do you think a friend or colleague who knows you well would describe you?
11. How do you work under pressure?
12. How would you describe the ideal place of work for you?

### **Dress code**

Your appearance shows that you are taking the opportunity seriously and that you are eager to make a good impression, it can also communicate that you have respect for your future collaborators. Smart yet casual attire is appropriate. Try to stick to neutral colours which tell the interviewer that you are confident and serious. Avoid flashy accessories. Men can wear a suit with or without a tie but it is not required. Above all, make sure you feel comfortable.

### **Conclusion**

If you feel that the offer is attractive for you, at the end of the visit you may ask when you will receive the final decision. Make sure you conveyed the positive attitude and expressed your enthusiasm with regard to your possible offer.

**On behalf of Paragona team we wish you**

**GOOD LUCK!**