

How to manage interviews in NHS Jobs user guide

This guide gives you instructions for how to manage interviews in the NHS Jobs service.

Once you've invited applicants to interview, you can view who's accepted, declined, or not responded to a slot.

You can manage interviews by:

- rearranging an interview
- manually assign an interview
- add a new interview slot

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- lock the interview schedule early
- changing the interview lead
- changing the interview panel

To find out which roles can do this, go to the 'Roles and permissions' link in the 'Help and information' section of the employer dashboard.

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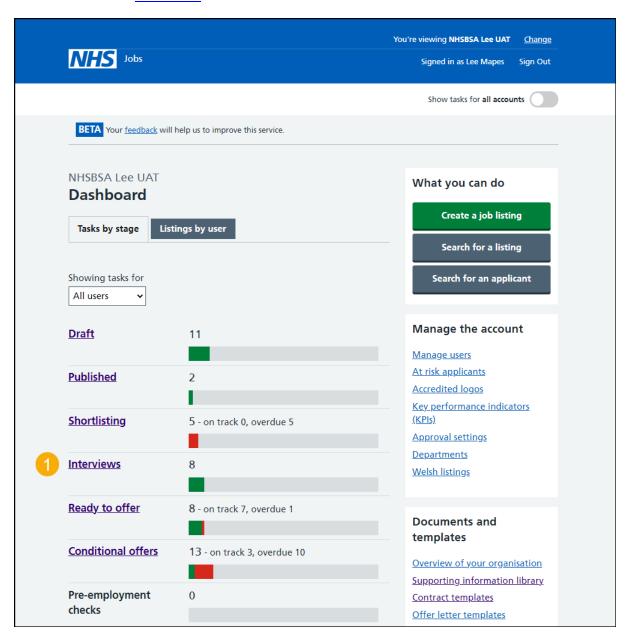
Interviews

This page gives you instructions for how to access a job listing at interviews.

Important: You must have a listing at 'Interviews' to invite your shortlist to interview.

To access a listing at interviews, complete the following step:

1. Select the 'Interviews' link.



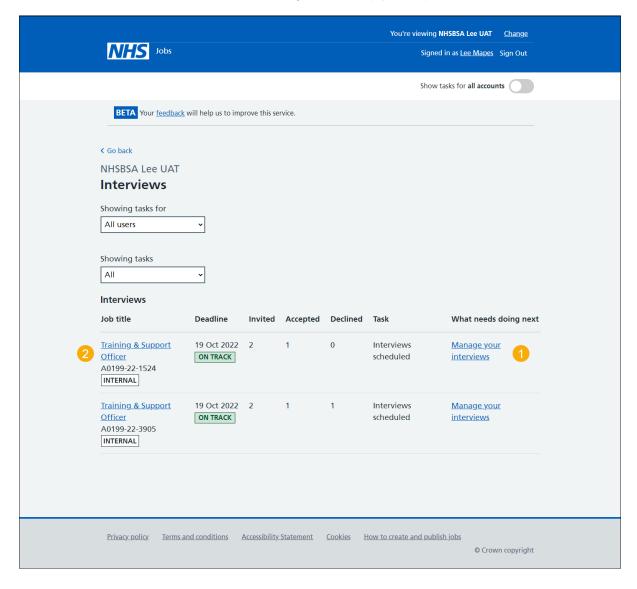
Manage your interviews

This page gives you instructions for how to manage your interviews.

Important: In this example, the 'Training and Support Officer' job listing is used.

To manage your interviews, complete the following step:

- 1. Select the 'Manage your interviews' link to view your interview responses.
- 2. Select the 'Job title' link to view the job details (optional).



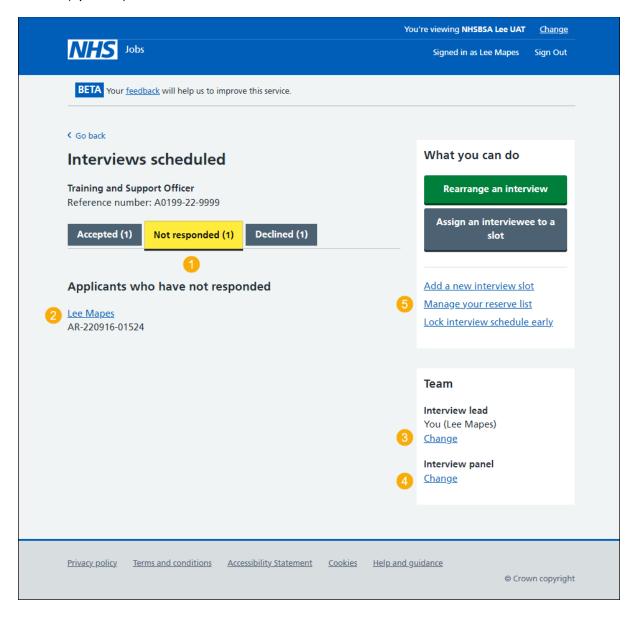
Applicants who have not responded

This page gives you instructions for how to view applicants who have not responded to an interview.

Important: You'll only see this page if an applicant has not responded to an interview. In this example, there's 1 applicant.

To view the applicants who have not responded to an interview, complete the following step:

- 1. Select the 'Not responded' tab.
- 2. Select the 'Applicant name' link to view their application details (optional).
- 3. Select this 'Change' link to change the interview lead (optional).
- **4.** Select this 'Change' link to change the interview panel (optional).
- **5.** Select the 'Manage your reserve list' link to manage applicants on your reserve list (optional).



Go to the 'Applicants who have accepted' page.

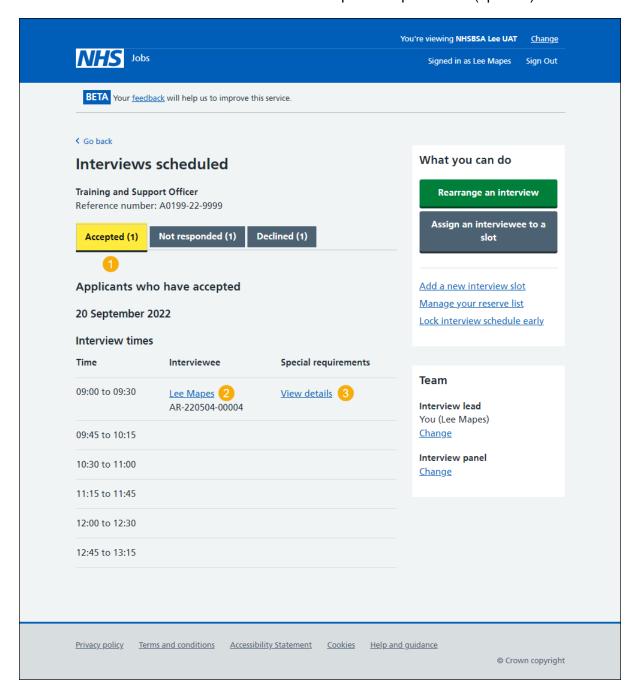
Applicants who have accepted

This page gives you instructions for how to view applicants who have accepted an interview.

Important: You'll only see this page if an applicant has accepted an interview. In this example, there's 1 applicant who has added special requirements.

To view applicants who have accepted an interview, complete the following step:

- 1. Select the 'Accepted' tab.
- 2. Select the 'Interviewee name' link to view their application details (optional).
- 3. Select the 'View details' link to view their special requirements (optional).



Go to the 'Applicants who have declined' page.

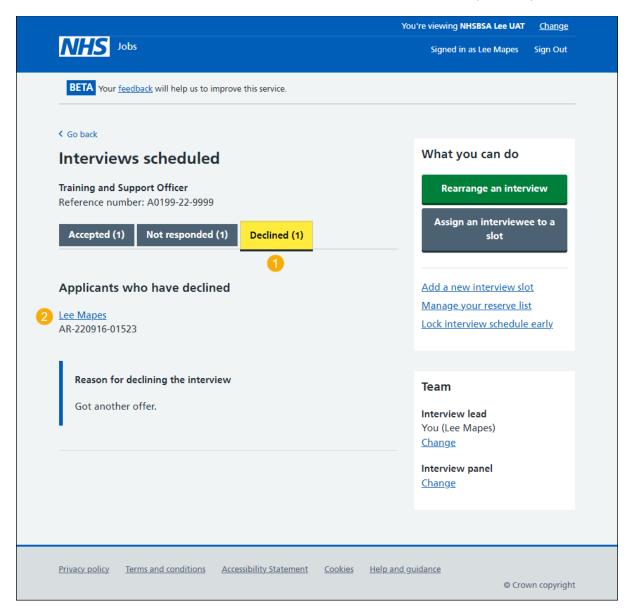
Applicants who have declined

This page gives you instructions for how to view applicants who have declined an interview.

Important: You'll only see this page if an applicant's declined an interview and added their reason why. In this example, there's 1 applicant.

To view applicants who have declined an interview, complete the following step:

- 1. Select the 'Declined' tab.
- 2. Select the 'Applicant name' link to view their application details (optional).



Go to the 'Rearrange an interview' page.

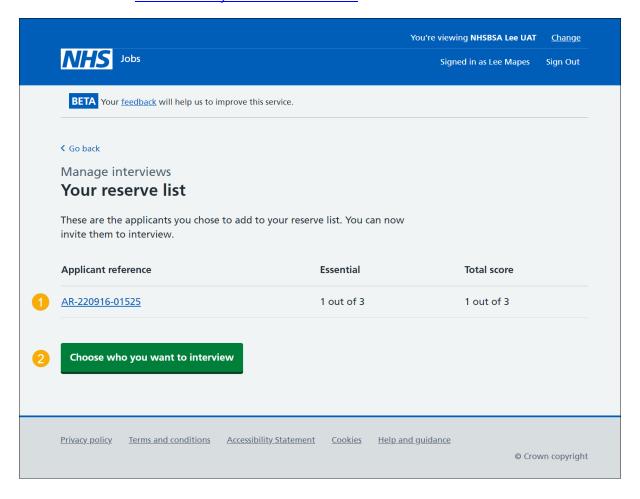
Your reserve list

This page gives you instructions for how to manage applicants you've placed on your reserve list.

Important: This page is only shown if you've set up a reserve list when shortlisting your applicants.

To invite applicants from your reserve list to interview, complete the following steps:

- 1. Select the 'Applicant reference' link to view the details (optional).
- 2. Select the 'Choose who you want to interview' button.



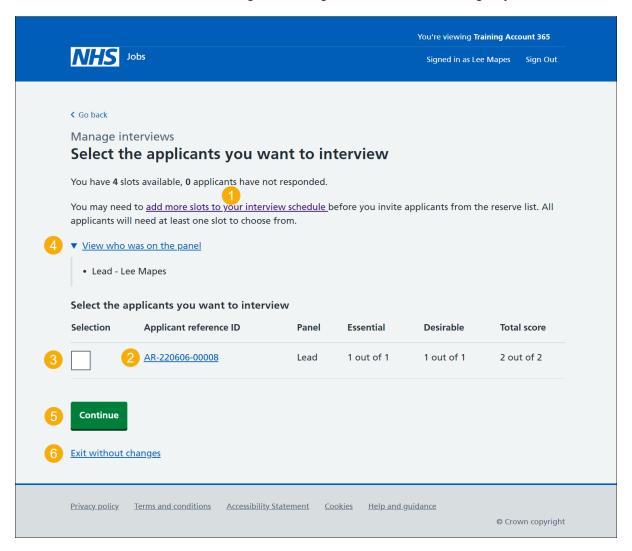
Select the applicants you want to interview

This page gives you instructions for how to invite applicants on your reserve list to interview.

Important: This page is only shown if you're inviting applicants from your reserve list to interview.

To invite an applicant to interview, complete the following steps:

- Select the 'add more slots to your interview schedule' link to add more interview slots.
- 2. Select the 'Applicant reference ID' link to view the details (optional).
- 3. Select an applicant to invite to interview.
- **4.** Select the 'View who was on the panel' link (optional).
- **5.** Select the 'Continue' button.
- 6. Select the 'Exit without changes' link to go back without selecting anyone.



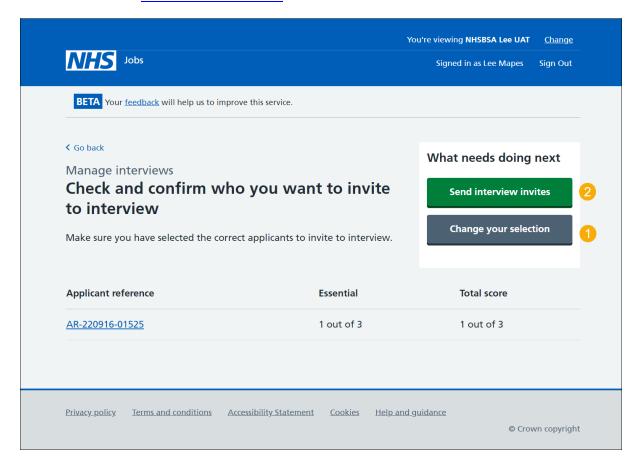
Check and confirm who you want to invite to interview

This page gives you instructions for how to confirm the invitations to interview for reserve list applicants.

Important: This page is only shown if you're inviting applicants from your reserve list to interview.

To check, change and send interview invites, complete the following steps:

- **1.** Select the 'Change your selection' button (optional).
- 2. Select the 'Send interview invites' button.

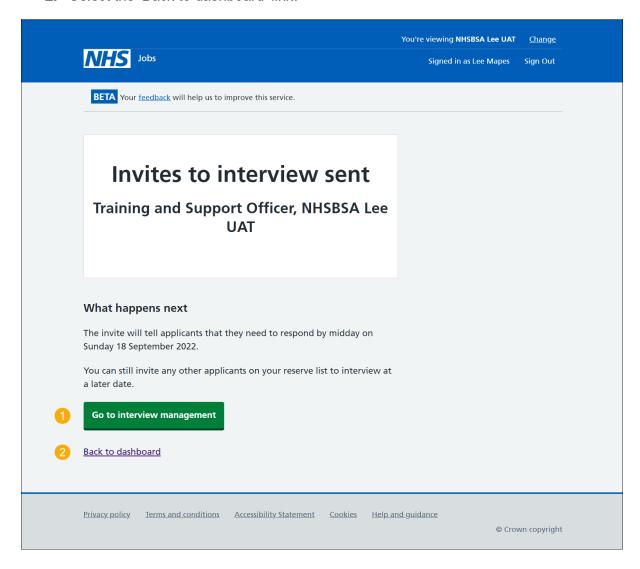


Invite to interview sent

This page shows confirmation that you've invited applicants from your reserve list to interview.

To do a task, complete the following steps:

- 1. Select the 'Go to interview management' button.
- 2. Select the 'Back to dashboard' link.



To find out how to manage your interview responses, go to the 'Manage your interviews' page.

You've invited your reserve list applicants to interview and reached the end of this user guide.

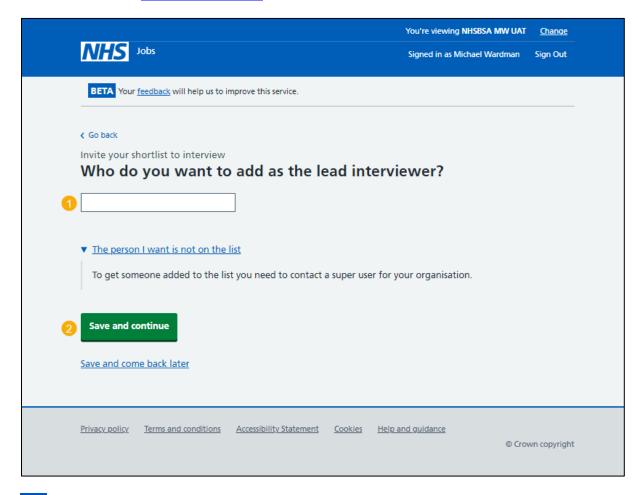
Who do you want to add as the lead interviewer?

This page gives you instructions for how to add the lead interviewer.

Important: Deactivated users won't appear in your search results. If the person you want is not on the list, you'll need to contact a super user for your organisation.

To add the lead interviewer, complete the following steps:

- 1. In the **Search** box, enter the details and select a user.
- 2. Select the 'Save and continue' button.



Tip: When you start to type a name in to the search box a list of names will appear.

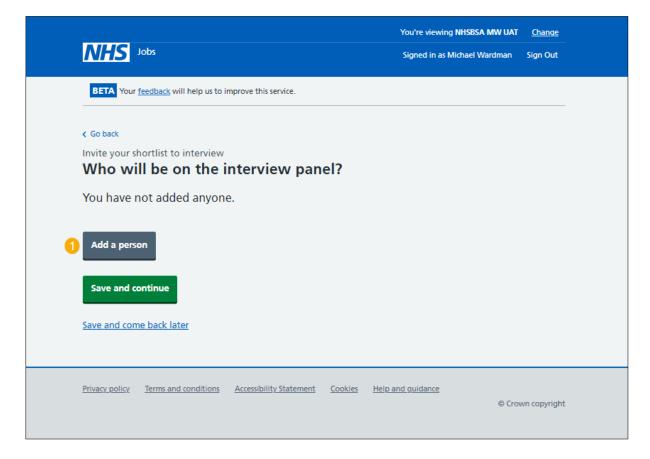
Who will be on the interview panel?

This page gives you instructions for how to add a person to the interview panel.

Important: You'll only see this page if you're adding a person to the interview panel. In this example, you haven't added anyone.

To add a person to the interview panel, complete the following steps:

1. Select the 'Add a person' button.



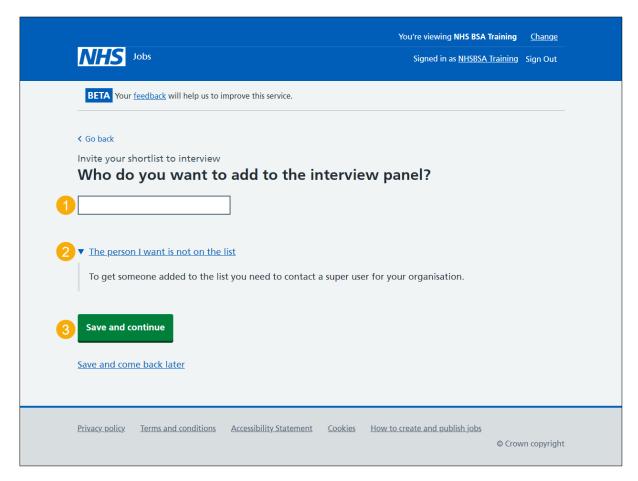
Who do you want to add to the interview panel?

This page gives you instructions for how to confirm who you want to add to the interview panel.

Important: Deactivated users won't appear in your search results. If the person you want is not on the list, you'll need to contact a super user for your organisation.

To confirm who you want to add to the interview panel, complete the following steps:

- In the Search box, enter the details and select a user. or
- 2. Select 'The person I want is not on the list' link if the user is not listed (optional).
- 3. Select the 'Save and continue' button.



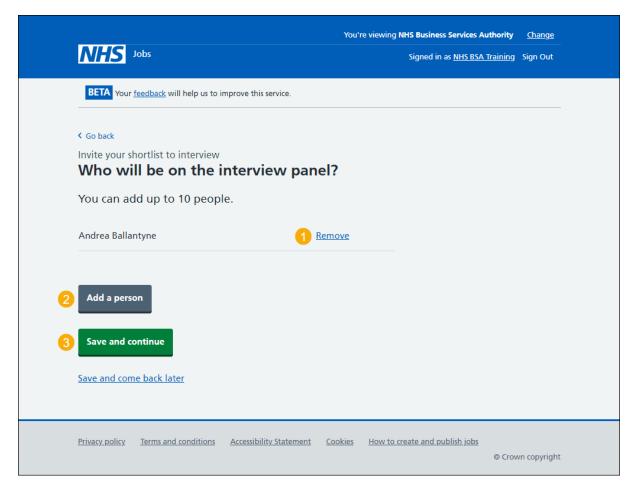
Tip: When you start to type a name in to the search box a list of names will appear.

Manage who will be on the interview panel?

This page gives you instructions for how to manage who will be on the interview panel.

To manage who will be on the interview panel, complete the following steps:

- 1. Select the 'Remove' link to remove a person (optional).
- **2.** Select the 'Add a person' button (optional).
- 3. Select the 'Save and continue' button.



You've added a person to the interview panel.

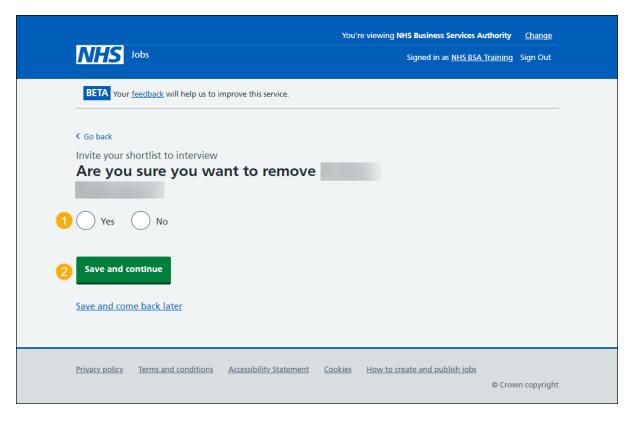
Are you sure you want to remove the person?

This page gives you instructions for how to confirm if you're sure you want to remove the person from the interview panel.

Important: You'll only see this page if you're removing a person from the interview panel.

To confirm if you're sure you want to remove the person from the interview panel, complete the following steps:

- 1. Select an answer.
- 2. Select the 'Save and continue' button.



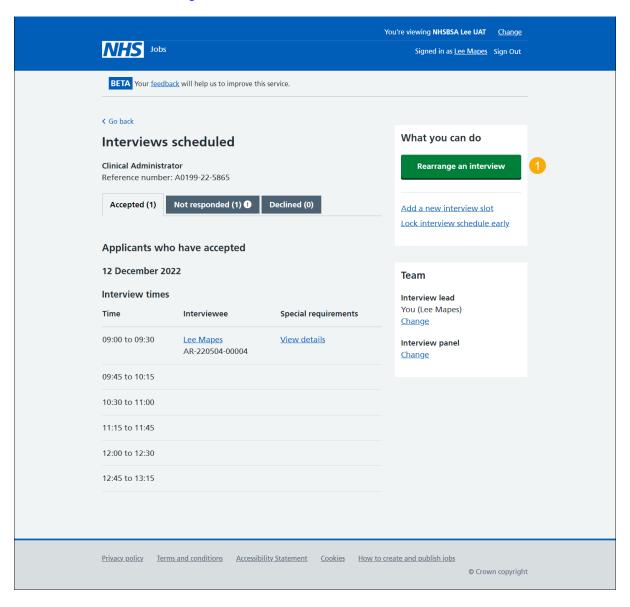
You've removed a person from your interview panel.

Rearrange an interview

This page gives you instructions for how to rearrange an interview.

To rearrange an interview, complete the following steps:

1. Select the 'Rearrange an interview' button.



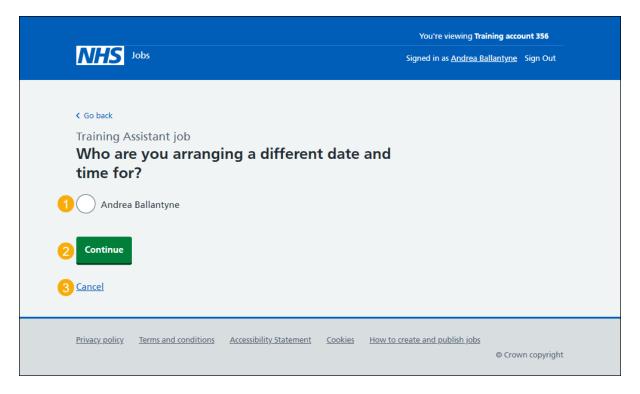
Who are you arranging a different date and time for?

This page gives you instructions for how to arrange a different time and date.

Important: In this example, there's 1 interviewee.

To arrange a different time and date, complete the following steps:

- **1.** Select an applicant.
- **2.** Select the 'Continue' button. or
- 3. Select the 'Cancel' link.



If you've cancelled arranging a different date and time, you've reached the end of this user guide.

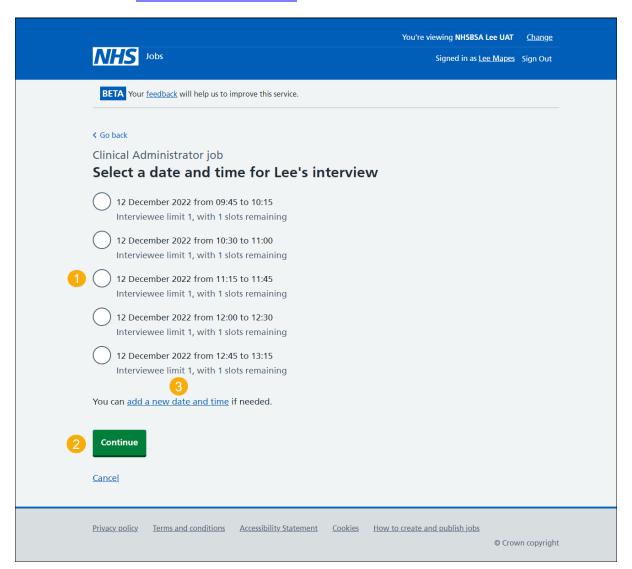
Select or add a new date and time for the applicant's interview

This page gives you instructions for how to select or add a new date and time for the applicant's interview.

Important: If there isn't a suitable date and time for the applicant, you can add a new date and time. The interviewee limit and slots remaining is shown under each interview.

To select or add a new date and time for the applicant's interview, complete the following steps:

- 1. Select a date and time.
- **2.** Select the 'Continue' button or
- 3. Select the 'add a new date and time' link.



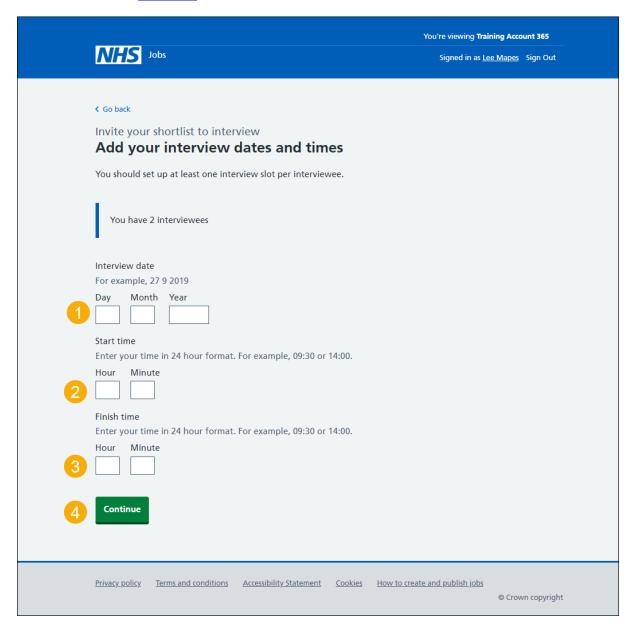
Add your interview dates and times

This page gives you instructions for how to add your interview dates and times.

Important: You'll only see this page if you're adding a new date and time for a rearranged interview.

To add your interview dates and times, complete the following steps:

- 1. In the Interview date box, enter the details.
- 2. In the Start time box, enter the details.
- 3. In the Finish time box, enter the details.
- 4. Select the 'Continue' button.



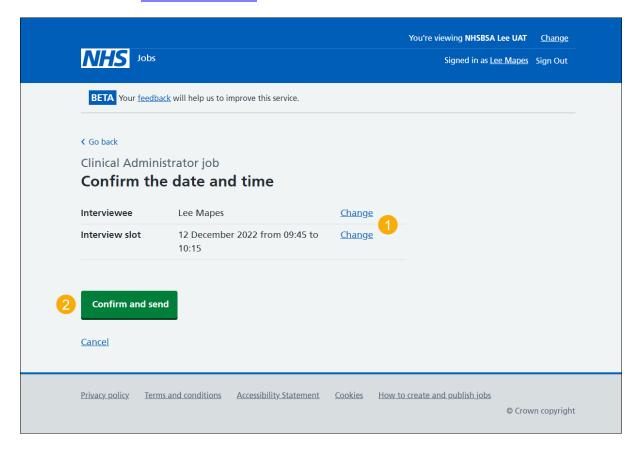
Tip: You must enter the date in the format DD-MM-YY. For example, 27 09 2019. You must enter the time in a 24 hour format. For example, 09:30 or 14:00.

Confirm the date and time

This page gives you instructions for how to confirm the date and time.

To check, change and confirm the date and time, complete the following steps:

- 1. Select a 'Change' link (optional).
- 2. Select the 'Confirm and send' button.

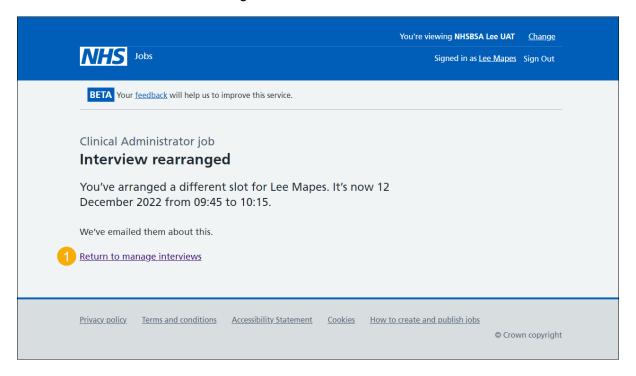


Interview rearranged

This page shows confirmation you've arranged a different interview date and time for the applicant.

To return to manage interviews, complete the following step:

1. Select the 'Return to manage interviews' link.



You've rearranged the applicant's interview and reached the end of this user guide.

If you need to assign an interview slot, go to the 'Assign an interviewee to a slot' page.

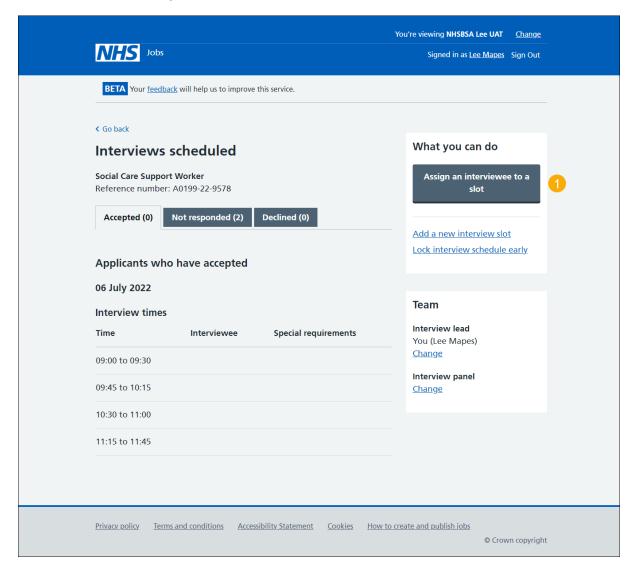
Assign an interviewee to a slot

This page gives you instructions for how to assign an interviewee to a slot.

Important: You'll only see this page if you're assigning an interview slot on behalf of the applicant.

To assign an interviewee to an interview slot, complete the following steps:

1. Select the 'Assign an interviewee to a slot' button.



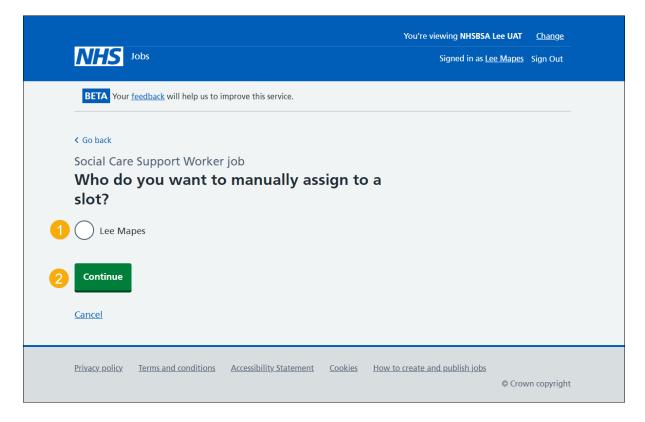
Who do you want to manually assign to a slot?

This page gives you instructions for how to manually assign an interviewee to a slot.

Important: In this example, there's 1 interviewee.

To manually assign an interviewee to a slot, complete the following steps:

- 1. Select an applicant.
- 2. Select the 'Continue' button.



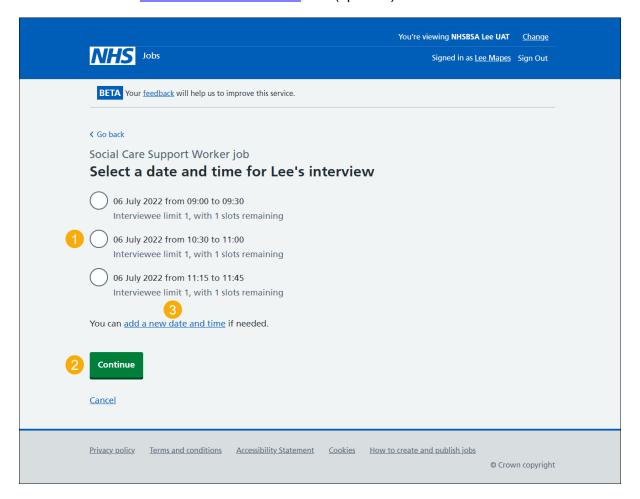
Select or add a new date and time for the applicant's interview

This page gives you instructions for how to select or add a new date and time for the applicant's interview.

Important: If there isn't a suitable date and time for the applicant, you can add a new date and time. The interviewee limit and slots remaining is shown under each interview.

To select or add a new date and time for the applicant's interview, complete the following steps:

- 1. Select a date and time.
- 2. Select the 'Continue' button or
- 3. Select the 'add a new date and time' link (optional).

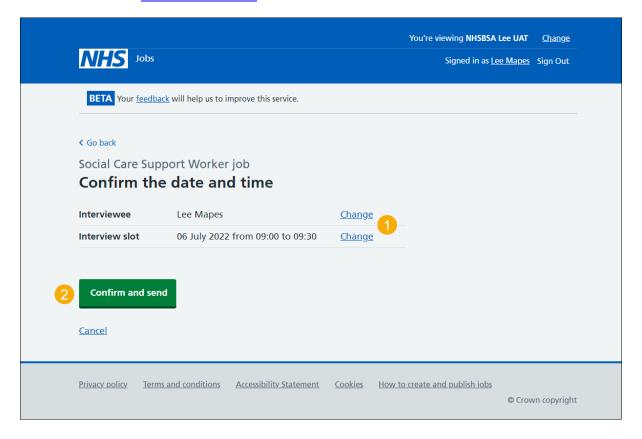


Confirm the date and time

This page gives you instructions for how to confirm the interview date and time.

To check, change and confirm the interview date and time, complete the following steps:

- **1.** Select a 'Change' link (optional).
- 2. Select the 'Confirm and send' button.

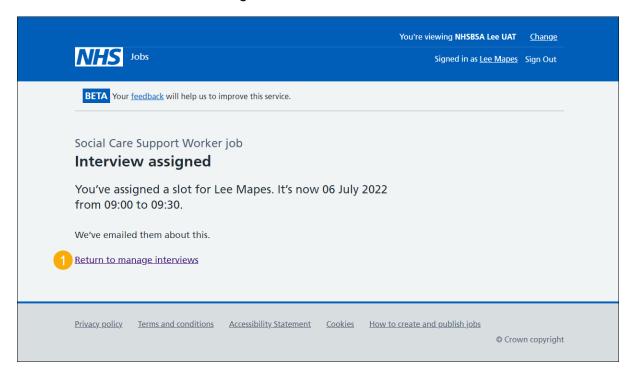


Interview assigned

This page gives shows confirmation you've assigned an interview date and time for the applicant.

To return to manage interviews, complete the following step:

1. Select the 'Return to manage interviews' link.



You've assigned the applicant an interview and reached the end of this user guide.

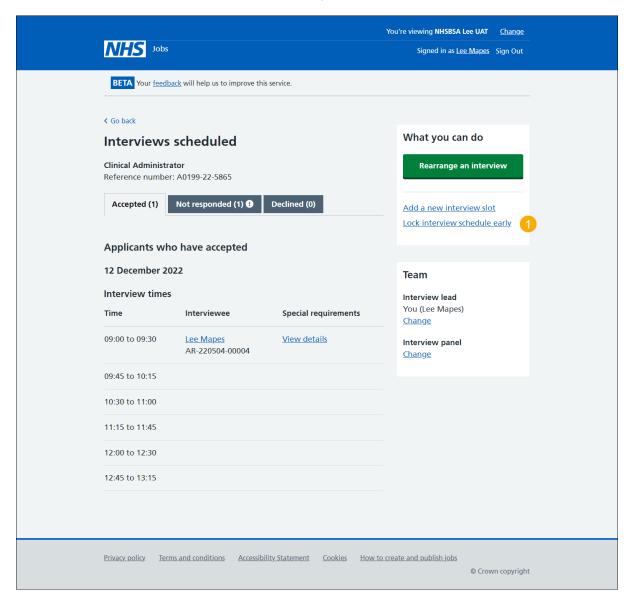
Lock interview schedule early

This page gives you instructions for how to lock the interview schedule early.

Important: If you lock the interview schedule early, any applicants who've not responded won't be able to give their response.

To lock the interview schedule early, complete the following steps:

1. Select the 'Lock interview schedule early' link.



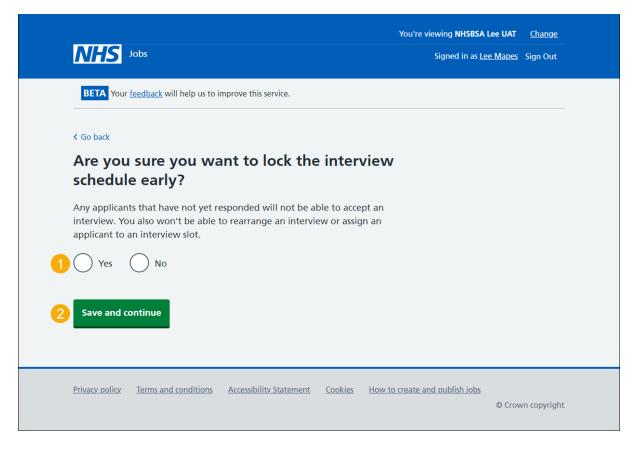
Are you sure you want to lock the interview schedule early?

This page gives you instructions for how to confirm if you're sure you want to lock the interview schedule early.

Important: Any applicants that have not yet responded will not be able to accept an interview. You also won't be able to rearrange an interview or assign an applicant to an interview slot.

To confirm if you're sure you want to lock the interview schedule early, complete the following steps:

- 1. Select an answer:
 - 'Yes'
 - 'No'
- 2. Select the 'Save and continue' button.



If you don't want to lock the interview schedule early, you've reached the end of this user guide.

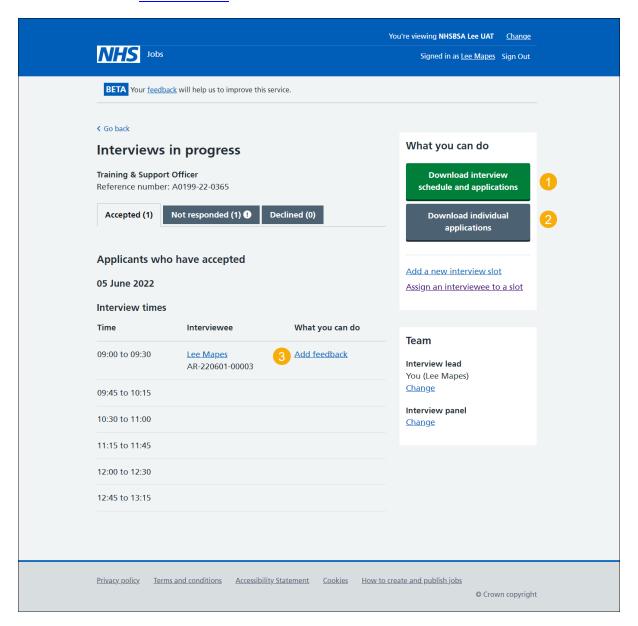
Manage interviews in progress

This page gives you instructions for how to manage your interviews in progress

Important: You'll only see this page if you've locked your interview schedule early or have reached the scheduled interview dates.

To manage your interviews in progress, complete the following steps:

- 1. Select the 'Download interview schedule and applications' button (optional).
- 2. Select the 'Download individual applications' button (optional).
- 3. Select the 'Add feedback' link.

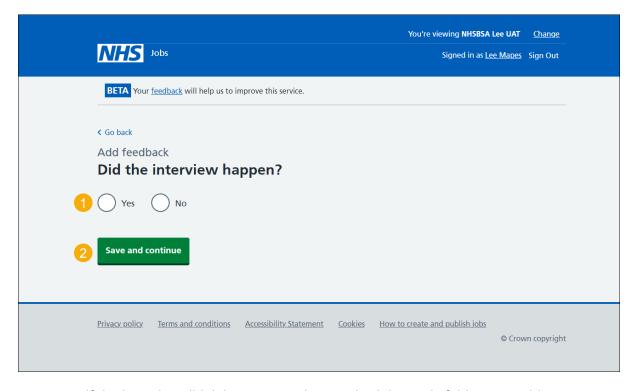


Did the interview happen?

This page gives you instructions for how to confirm if the interview happened.

To confirm if the interview happened, complete the following steps:

- 1. Select an answer:
 - 'Yes'
 - 'No'
- 2. Select the 'Save and continue' button.



If the interview didn't happen, you've reached the end of this user guide.

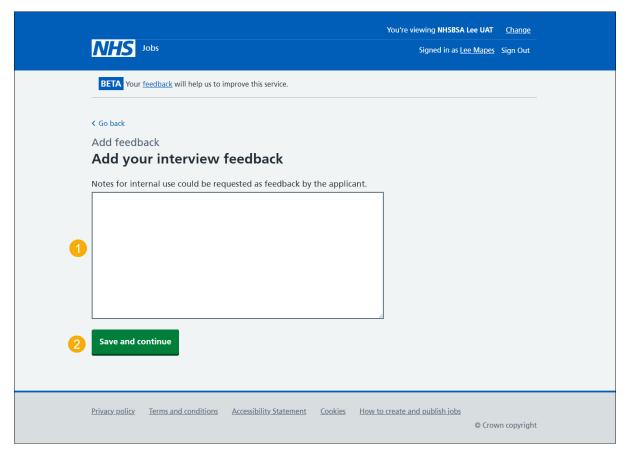
Add your interview feedback

This page gives you instructions for how to add your interview feedback.

Important: Notes for internal use could be requested as feedback by the applicant.

To add your interview feedback, complete the following steps:

- 1. In the Interview feedback box, enter the details.
- 2. Select the Save and continue button.



Tip: To find out how to make a job offer, go to the 'How to make a job offer in NHS Jobs' user guide or video from the 'Make a job offer' section of the 'Help and support for employers' webpage.

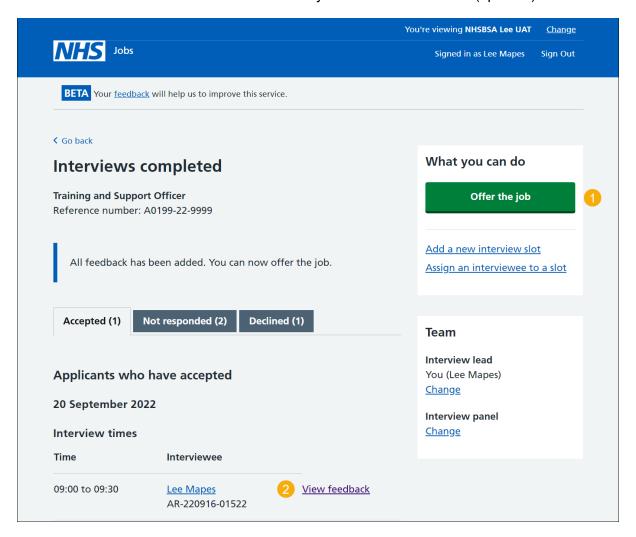
Interviews completed

This page gives you instructions for how to offer the job to applicants.

Important: You will only have the option to offer the job once you've added feedback for all of your interviews.

To offer the job to applicants, complete the following steps:

- 1. Select the 'Offer the job' button to offer the job to the successful applicants.
- 2. Select the 'View feedback' link to view your interview feedback (optional).



Tip: To find out how to make a job offer, go to the 'How to make a job offer in NHS Jobs' user guide or video from the 'Make a job offer' section of the 'Help and support for employers' webpage.

You've added your interview feedback and reached the end of this user guide.