FAQs:
How to Win
at Interviewing
Candidates Remotely

Developer

Employer

Job Offer
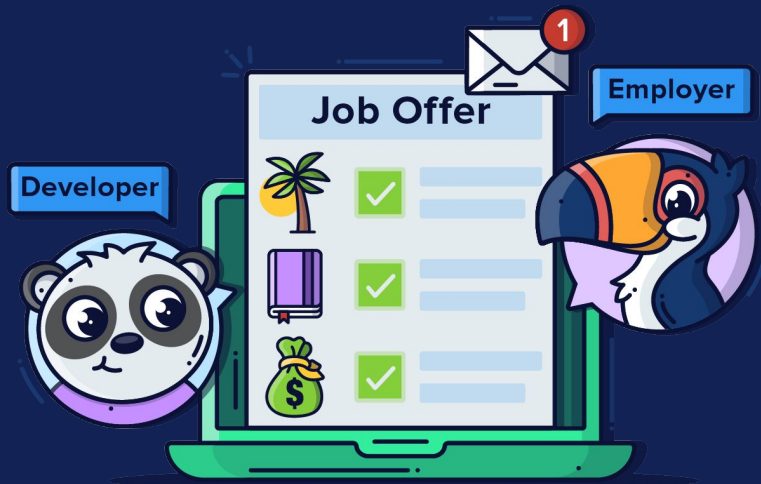
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Since the outbreak of COVID-19, OfferZen's Account Managers have helped hundreds of companies win at interviewing developers remotely. We gathered some of the most asked questions and collaborated with our Account Managers to get answers. Take a look!

How do I improve our remote candidate experience?

Make it exciting

Bring your team's culture into the process.

Choose the team wisely

Too many people in a video call conducting the interview can be overwhelming.

Create a space for questions

It's harder to ask questions during remote interviews. Create a deliberate space for candidates to do so.

Be understanding

Send a follow-up email to reassure candidates if tech difficulties outside of their control occur.

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How should we continue to support candidates during COVID-19?
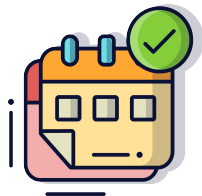
Be flexible

If a candidate isn't comfortable doing in-person interviews, don't make it compulsory.

Show empathy

Be accommodating and reschedule interviews should a candidate or one of their close relatives become sick during the process.

What should I prep before a remote interview?

Send a reminder

- Confirm the correct time and day with the candidate the day before.
- Make sure they have the correct video link.
- Remember to add any meeting prep to the invite.

Test your questions

- You might need more time to interview candidates during a remote process to really get to know them. Test your questions ahead of time against your team.

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Before a remote interview, check that....

✓ You have a strong internet connection and your audio and video works.

✓ Your background is free of distractions.

✓ You're in a quiet place to do the interview.

✓ Load-shedding won't interfere with your interview, if you're in South Africa. Reschedule if needed.

✓ Your laptop is charged.

✓ Notifications on your devices and channels such as Slack are turned off.

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What should I keep in mind during a remote interview?

Set a clear meeting agenda

Taking the time to run through what you'll discuss at the start of the interview will help calm any nerves.

Show that you're engaged

Keep your camera on and stay off mute to make it easier for the candidate to pick up on your social cues.

Practice 'silence and wait'

Wait a bit longer after someone has stopped speaking before you speak.

Have a second desktop monitor

You can keep the candidate on one screen and screen share on the other if needed.

How do I get current team members involved in remote interviews?

Prioritise collaborative hiring

Incorporate your team into your remote hiring process to give them the opportunity to assess and get to know potential hires.

Over-communicate on milestones

In the virtual world, it can be hard to have sight of what's happening in the team. Make sure you're regularly share hiring milestones.

Hiring Tip 101:

In remote hiring, your team might not see the candidate during the interview process and get to know them better. Therefore, be deliberate about incorporating the current team into your interviews.

OfferZen Account Manager, Pierpaolo Gobbi

How do I conduct a remote technical interview?

Do online whiteboard interviews:

Consider using Miro or other online whiteboards.

Check out **our guide to get started on Miro**.

Consider alternatives to whiteboard interviews:

Code review, online assessments or peer coding activities work well in a remote setting.

Check out platforms for online assessments:

- **HackerRank**
- **Codility**
- **DevSkiller**
- **TestDome**
- **Test4Geeks**
- **InterviewZen**
- **IKM**

Hiring Tip 101:

An effective technical assessment process is super important. Be explicit about what it is that you're assessing, what the deliverables are and how much time you expect somebody to set aside for the project. Devs frequently juggle many technical assessments, so be respectful of their time.

OfferZen Senior Account Manager, Nomfundo Mkhize

How do I give candidates a feel for our culture over remote interviews?

Prep a description

Put extra thought into how you would explain your company, culture, and work environment to someone, and keep this description handy.

Introduce the team

Include other team members in your call or schedule time for the candidate to chat to team members 1:1.

Give a virtual tour

Take them around the office virtually and share pictures of your workspace or even an office map.

Share cultural artifacts

Share team event pictures, recordings of meetings, useful docs, blog posts or video recordings.

Read more on the OfferZen blog

- [COVID-19 FAQs: Tech Hiring in a Remote World](#)

- [Hiring Developers: Why a Candidate's Experience Matters](#)

- [Why Showcasing Your Remote Work Culture Through Hiring Matters](#)

- [How to Negotiate a Job Offer That's More Than Just the Money](#)

Your developer shortlist is already waiting.
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