

<b>BTS Comptabilité et Gestion</b>		<b>SESSION 2021</b>
Langue vivante étrangère : <b>Anglais</b> Epreuve orale obligatoire E12	Durée : 20 minutes de préparation, 20 minutes d'épreuve	Page 1/1

**Sujet n°23**

## **Asynchronous video interviews: The tools you need to succeed**

Companies are increasingly using automated video interviews to assess candidates. How do you get through this potentially uncomfortable experience?

5 It may not feel remotely natural to sit in front of a computer screen and talk about yourself to an artificial prompt – but that's exactly what many people could find themselves doing at their next job interview.

10 Since Covid-19 struck, hiring managers have had to think creatively about how to streamline their interview processes. With traditional face-to-face meetings on hold, the solution for some has come in the form of asynchronous video interviews, or AVIs, in which applicants film themselves answering a predetermined set of questions, with no human interviewer present.

15 In some cases, these recordings are then evaluated by a hiring manager, in others artificial intelligence and facial analysis software are used to assess candidates. Companies report that this type of interviewing can make the hiring process more efficient, but for applicants this job screening method – which may feel like a one-way Zoom conversation – can be uncomfortable.

As the pandemic continues to prevent in-person meetings, job seekers in manufacturing, retail and other industries are more likely to find themselves chatting with a bot at their next interview. Adapting to this format and understanding how to maximise the chance of a positive interview could be key to a successful job hunt.

Adapted from Peter Rubinstein, *www.bbc.com*, 6th November 2020