

Structured Interview Response

– using the CAMP / SPIES/ BARER/ ARC mnemonics

It can be helpful to practise using these four acronyms to create more structured responses to different types of interview questions.

CAMP Structured Answer–For background and motivation questions about WHY you have applied?

You might be asked, for example:

- *Can you talk us through your CV?*
- *What makes you think you are fit to become a consultant?*
- *Tell us why you want to join this trust.*

Clinical
Academic
Management
Personal

SPIES Structured Answer– For questions on difficult colleagues or ethical issues

Questions might look something like this:

- *You overhear a nurse talk about a registrar who was taking cocaine in a nightclub the previous weekend. How do you address the situation?*
- *One of your juniors keeps contradicting you in front of patients. What do you do?*

Seek info
Patient Safety
Initiative
Escalate
Support

BARER- For questions requiring an example (Tell us about a time when...)

Here are some sample questions:

- *Tell us about a clinical mistake you have made.*
- *Describe a time when you led a team or project.*
- *Give an example where you have enhanced the efficiency of your department.*

Background
Action taken
Reasoning
End Result
Reflection

**ARC – For questions requiring understanding or opinion –
[NHS Strategy / Specialty issues & challenges / Leadership / Attributes]**

Here are some sample questions:

- *What is the difference between being a senior SpR and a junior consultant?*
- *Can anyone be a leader?*
- *What do you consider to be the major challenges facing this specialty over the next few years and how would you contribute to addressing these in this role?*

Actual Understanding/ Experience/Opinion

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Rationale

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Context for post applied to

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