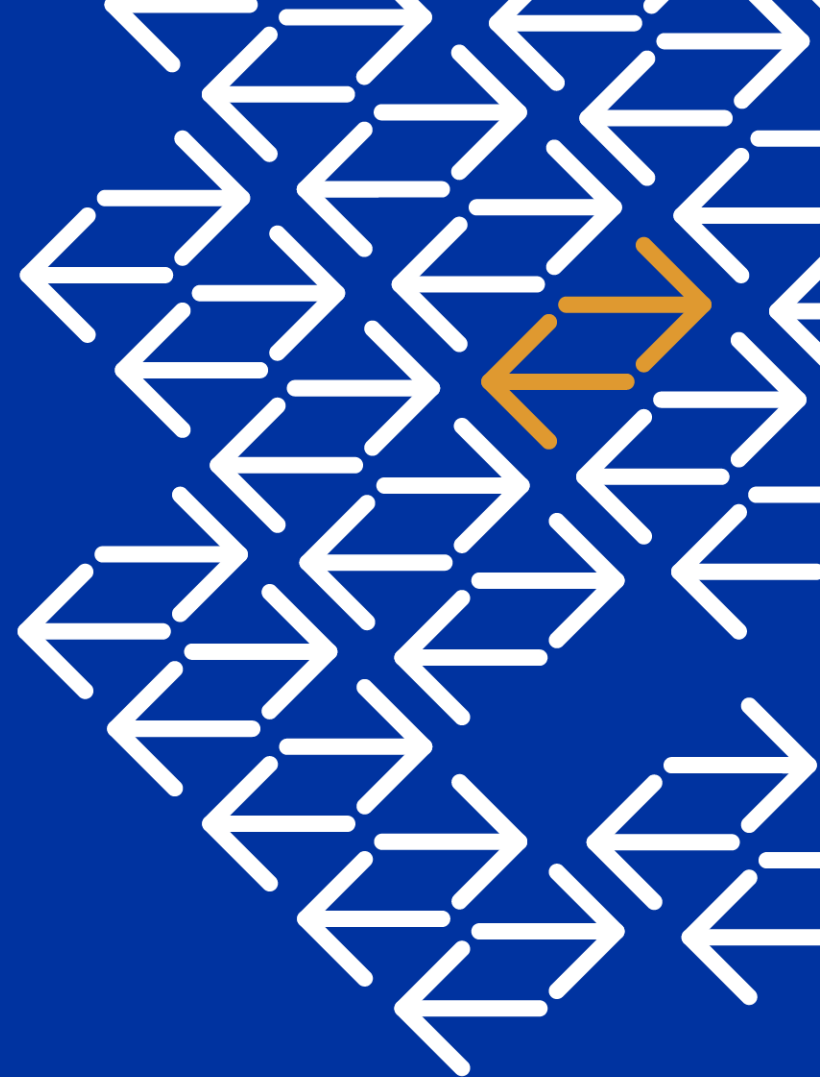


# MATCH

HIRING AFRICAN TALENTS



This project is funded by the  
European Union's Asylum,  
Migration and Integration Fund

Which town/city do  
you call 'home' and  
why?

Use the  
chat  
function



# An Overview

1. The MATCH project in a nutshell
2. What to expect from the virtual interview
3. How to prepare
4. Differences between Nigerian and Dutch interview styles
5. Questions and Answers

# The MATCH project



Circular mobility  
scheme

Fill labour shortages

Tap into Africa's  
potential

Knowledge transfer and  
development

# Virtual Interviews

First round  
(virtual) interview

Feedback /  
second round  
interview

Job offer and  
background check

Pre-departure  
orientation  
session /  
onboarding

# Virtual Interviews: Introducing the companies

- Zoom interviews: use various options; share screen & chat
- Log in **15 min in advance**; simply mute yourself or turn off your video until the hiring company arrives

- **Delft Imaging Systems**

Eager to open a new office, close cooperation with KNVCV

- 30 min interview, potential follow up interview

- **Bejo**

Increased local representation, improve network, knowledge of local market and needs

- 1 hour interview, with follow up interview

# How to Prepare?

- Familiarise yourself with the company;
- Review the available documentation and have printed copies with you;
- Connect your profile to the interests of the company;
- Prepare responses and real-life scenarios that highlight your attributes;
- Prepare 1-2 questions that you would like to ask.

## Useful links:

- <https://www.iamexpat.nl/career/employment-guides-tools/interview-guide-netherlands>
- <https://www.iamexpat.nl/career/employment-news/how-nail-job-interview-netherlands>

# What to Say?

- How to greet each other?
- Small talk
- Prepare for the common questions that allow you to explain your motivation and potential;
- Make references to the vacancy notice and company website;
- Sell your attributes;
- Use real-life examples that demonstrate your answers;
- Finish your response with reference to the question;
- Thank the interview(s) upon completion of the interview for their time and consideration.



“Do you enjoy working under pressure?”

“Tell us about a time when....”

“How do you respond under competing deadlines...”

“Why are you interested in working for our company specifically?”

“What are your strengths and weaknesses?”



# Unspoken Rules

- Timing;
- Use your voice and head (nodding);
- Eye contact;
- Don't read notes constantly;
- Keep responses succinct and to the point;
- Give some insights to your personality;
- It's OK to pause before responding;
- It's OK to ask for clarification of a question;

A good resource:

<https://www.youtube.com/watch?v=PosOJByRd0o>



# Workspace Set Up?

- Conduct a few test-runs to check:
  - Internet speed
  - Audio and mic
  - Position of your screen/camera
  - Background noise
  - Glare and lighting
  - Whether you want to display your background or use an artificial background
- Professional, business attire (but be true to your identity);
- Have sufficient pens, paper, water, required documentation handy;
- Avoid distractions (phone, housemates, pets, email notifications).

## Quiz Question 1 of 3

The interviewer asks you to “tell a us a little about yourself”. The ideal approach is:

- A. To list your education and professional history as it’s written on your CV;
- B. Recount a comprehensive personal history from childhood to the present day;
- C. Firstly provide some personal details, followed by information about your most recent educational/career steps;
- D. To give an explanation of why you left your most recent job.

## Quiz Question 2 of 3

The interviewer asks you to “explain why you are a good fit for this vacancy”. You respond with:

- A. A list of positive attributes that are mentioned in the vacancy notice such as “I am hard working, punctual and a team player”.
- B. A modest answer to avoid showing off or appearing to be overly confident;
- C. One or two real-life scenarios that highlight your positive attributes in a way that relates to the advertised vacancy.

## Quiz Question 3 of 3

The interviewer asks you for immigration/visa details and your intentions to work in the Netherlands long-term. You could:

- A. In advance of the interview, check the IND website to get an idea of the visa options that you might be eligible for, and think about your interest to work in the Netherlands;
- B. Admit that you aren't sure, and ask the interviewer for some time to investigate further if you are to proceed to the next step;
- C. Ask whether the company has information for international staff to help answer this question in a separate discussion;
- D. All of the above.



# Cultural Differences?

What are some key differences between job interviews for Nigeria-based companies and job interviews for Belgium/the Netherlands-based companies?



Questions?