

Interviewing For Midwifery Positions

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OBJECTIVES

- Understand the value of an interview for the applicant and employer
- Understand the interview process for midwifery positions
- List questions to ask during an interview
- List resources to aid with interview preparation

You applied for a job and get a follow
up email or phone call, now what?



The Value of the Interview

- Interviews are a dynamic process between the applicant and potential employer
- Unclear role expectations are a major reason for job dissatisfaction, high employee turnover, and provider burnout
- Recruiting employees and applying to positions is expensive

Proportions of Midwives in the Workforce,
by the number of years from initial certification

YEARS	Still in the Workforce		Still in Clinical Practice	
	MEAN	RANGE	MEAN	RANGE
5	94.8%	94 – 96%	69.6%	66 – 71%
10	87.8%	84 – 92%	54.1%	45 – 68%
15	79.2%	70 – 85%	55.4%	34 – 71%
20	62.8%	57 – 67%	40.1%	25 – 50%
25	53.8%	51 – 60%	41.6%	39 – 46%
30	49.0%	45 – 55%	30.5%	22 – 41%
35	36.4%	25 – 48%	22.9%	12 – 27%
40	16.8%	13 – 20%	8.7%	6 – 11%
45	5.4%	1 – 9%	3.5%	0.2 – 7%

The Interview Process

- Screening phone call with a recruiter
 - Confirm you meet the minimum requirements for the job position
 - Provide a broad overview of job description (requirement for full time vs part time)
 - Discuss benefits (salary, insurance, educational allowance, profit sharing)
- Interview with the Team Leader
 - Provides information on expectations for midwifery role
- Group Panel
 - Interview with a variety of providers to understand team dynamics
- Chief Medical Officer (*for Hospital Positions)
 - Discuss expectations for the credentials process



What Do I Ask?

- For new graduates
 - Have new graduates been hired before?
 - What is the orientation process like?
 - Are there additional support services & trainings available ?
- Get personal
 - Are there job requirements outside of scheduled hours?
 - Why are they filling this role?
 - How long have most providers been working there?
 - What do they like about their job?
 - Who handles concerns?

Preparing for the Interview



Practice

Practice your elevator speech aka your selling pitch



Research

Research the organization & provider profiles



Sign up

Sign up for mock interviews





Common Interview Questions

WHY HERE?

- Why do you want to work here?
What makes you a good fit for our practice?
Why are you interested in this position / what draws you to this practice Why not homebirth or working in a birth center?
Why relocate? (why here, why move)

PERSONAL CHARACTERISTICS

- 3 words to describe yourself
Explain a stressful experience and how you managed it?
Describe a time you provided excellent care or went above and beyond.
Describe a time you made a mistake. What happened, how did you handle?
Would you do anything differently?
Thinking back on your performance reviews, what have people said are the 3 things you need to work on the most?
How do you handle difficult conversations? / Situations in which you and a member of the team disagree?
Tell me about your communication style
Tell me about a time you provided really good care for a client.
Tell me about a time that you disagreed with care given by another member of your team
What do you consider professional conduct and professional communication?
What would you do if you made a clinical error?

PROFESSIONAL GOALS

- where do you see yourself in five years / what are your future plans
What are your long term goals? Do you want to continue working in IP?
What will you contribute? Why should we hire you instead of someone with more experience? Are you interested in quality improvement or system management projects? Do you have any experience in those areas?



Common Interview Questions Continued

PHILOSOPHY OF CARE

- Why midwifery?
What do you like about being a midwife?

EXPERIENCE

- Talk about your experience working with chronic conditions/working with the population we serve/etc
Tell me about your path to midwifery.
What have you been doing since graduation?
- Tell me about your birth, suturing, IUD placement experience (etc)
Do you have experience in 1st and 3rd trimester ultrasound, where did you get trained
Did you go through a didactic course for 1st assist in csections, and do you have experience

CLINICAL SCENARIOS

- Walk me through the steps of what you would do next if you're at a delivery and the head starts to slowly come out... (all shoulder dystocia maneuvers)
- You left a room after a delivery and the nurse is reporting that the patient is still bleeding a little. You have another patient who sounds like she is about to deliver. Another patient is coming in active reporting possible SROM. And you have a patient on postpartum wanting Norco. What do you do?
- Give me an example of how you would provide support to a mom in the 2nd stage?
- How do you handle a situation when a client has additional questions and you have other clients waiting?
- You have a client who is coming to the clinic for "too much bleeding" she had a Mirena placed 2 months ago. What do you do?
- Your clinic is running behind , your patient needs a repeat bp and your MA is no where to be found. What do you do?
- You have a patient who is on oral dm meds and is having a really hard time adhering to her dm diet and her sugars are in poor control, but you are limited to your 15 minute appointment slots. What do you do?
- You have a lot of no shows on your schedule, but your colleagues are very busy, and one of your patients arrives an hour early. What do you do?
- How do you feel about nurses managing care?
What do you think about nurses doing vaginal exams?

CALIFORNIA STATE UNIVERSITY, FULLERTON

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Shine in your
Video Interviews

Video interviews for jobs, postdocs and residencies is now the norm. We've got a checklist to help you handle your next video interview with confidence!

PREPARE!

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What We're Talking About

Grow your professional community during National Mentoring Month in January

December 22, 2022

Events

WED
08

The Graduate Career Consortium's Virtual Career Expo

Date: March 8, 2023
Time: 9 a.m. - 1 p.m. (Pacific Time)

Resources

- UCSF – Office of Career and Professional Development
- CSUF – Division of Student Affairs Career Center
- Grow Midwives Website
- Midwifery Business Consultation Website



Questions?

GOOD LUCK ON YOUR JOURNEY!