

# **HIV Consultant Interview Questions And Answers Guide.**



**Global Guideline.**

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## HIV Consultant Job Interview Preparation Guide.

### Question # 1

Tell us can I get a vaccine to prevent HIV infection or AIDS?

#### Answer:-

No. There is no vaccine to prevent HIV infection. Researchers are working to develop a vaccine. Vaccines in development are being tested to find out if they work.

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### Question # 2

Do you know where can we find updated statistics on HIV and AIDS?

#### Answer:-

The Centers for Disease Control and Prevention (CDC) posts statistics about HIV and AIDS in the United States on its website: [www.cdc.gov](http://www.cdc.gov). The CDC website is also available in Spanish at [www.cdc.gov/spanish](http://www.cdc.gov/spanish). Or you can call the CDC toll-free at 1-800-342-2437 (English) or 1-800-344-7432 (Spanish) to request information.

Global HIV/AIDS statistics are available from UNAIDS at [www.unaids.org](http://www.unaids.org) and from the World Health Organization at [www.who.int/hiv](http://www.who.int/hiv).

Statistics about HIV and AIDS in New York State are listed on the State Department of Health website: [www.health.state.ny.us](http://www.health.state.ny.us).

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### Question # 3

Tell me how is HIV spread during injection drug use?

#### Answer:-

Any time you share injection equipment with someone who has HIV or whose HIV status you do not know, there is a high risk that you will get HIV. Small amounts of blood from a person infected with HIV may stay in the needles, syringes, or drug "works" (spoons, bottle caps, and cotton) and can be injected into the bloodstream of the next person who uses the equipment

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### Question # 4

Tell me how is HIV spread during oral sex?

#### Answer:-

Although oral sex is less risky than anal or vaginal sex, it is possible to get HIV by performing oral sex on an HIV-infected partner. HIV transmission could potentially occur if blood, pre-ejaculation fluid, semen, or vaginal fluids enter open sores

or cuts in or around the mouth, such as those caused by canker sores or blisters, vigorous teeth brushing or lossing, or some form of trauma. Using a latex barrier, like a condom or dental dam, reduces your risk of HIV infection

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### Question # 5

Explain me are women who have sex with women at risk for HIV infection?

#### Answer:-

Woman-to-woman sexual transmission of HIV is rare, but it is possible. Women who have sex with women are at risk for HIV infection if they share needles to inject drugs or if they have unprotected sexual contact that results in blood-to-blood exposure. Women who have sex with women can reduce their risk of getting HIV by:

- not injecting drugs, or by not sharing needles, syringes, or works if they do use drugs; and
- using a dental dam (a thin, square piece of latex), a non-lubricated condom that is cut open, or a plastic wrap as a barrier during oral sex. HIV transmission could potentially occur if vaginal secretions or menstrual blood enters open sores or cuts in or around the mouth, such as those caused by canker sores or blisters, vigorous teeth brushing or lossing, or some form of trauma. This could allow for the exchange of potentially infected blood or body fluids.

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### **Question # 6**

Tell me can I get HIV from kissing?

#### **Answer:-**

No one has ever gotten HIV through casual kissing, such as between parents and children. It is possible, but extremely unlikely, for HIV to be passed during "deep kissing." There has been just one reported case of this kind: a woman became infected through deep kissing with a man with AIDS whose gums often bled after brushing and losing his teeth; after this activity, the couple often engaged in deep kissing and protected sex. Although HIV transmission most likely occurred during deep kissing, it was probably the blood in the man's mouth, not his saliva, which transmitted HIV. Both the man and the woman had gum disease that may also have contributed to the woman becoming infected. It is important to note that in this situation, HIV is not passed through saliva, but rather through direct blood-to-blood contact.

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### **Question # 7**

Explain me is there a test for HIV infection?

#### **Answer:-**

Yes. There are a number of tests that detect either antibodies to HIV or HIV itself.

Your body produces antibodies to fight germs. People who are infected with HIV have HIV antibodies in their body fluids. There are two kinds of HIV antibody tests available in New York State: a blood test and an oral test.

For adults and children age 18 months or older, both types of HIV antibody test are more than 99% accurate in determining whether a person is infected.

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### **Question # 8**

Tell me should I wait for symptoms to appear before getting tested?

#### **Answer:-**

No. If you think that you may have been exposed to HIV, you should get tested as soon as possible. You may have HIV and have no symptoms for many years. The sooner that HIV infection is detected, the sooner medical care can begin, which helps people with HIV stay healthier and live longer. In most cases, the immune system will stay healthier for a longer period of time if treatment starts before a person has symptoms.

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### **Question # 9**

Explain what would you bring to the practice?

#### **Answer:-**

The interviewer isn't going to be impressed with false promises. Highlight what you are good at without sounding overly boastful. Possible answer: "I would bring a solid work ethic to the practice, a desire to be part of the team and the ability to provide quality care."

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### **Question # 10**

Tell us what are your goals and objectives?

#### **Answer:-**

Think of this question in terms of what the interviewer wants to hear. Try to phrase your goals and objectives to be in alignment with the position for which you are interviewing. Possible answer: "I want to build a solid practice, provide consistent quality care for my patients and be part of the team."

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### **Question # 11**

Tell me why are women at higher risk for HIV?

#### **Answer:-**

The inside of a woman's vagina is a natural incubator for HIV and is a much larger area than a man's penis. Therefore, the risk of infection for a woman is much higher than a man. Also, women have been denied sexual rights in many cultures in our country. Many women are therefore disempowered and this is why they are afraid to make their partners wear condoms and practice safer sex. ('Know AIDS', Metropolitan publication).

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### **Question # 12**

Tell me why do some people live longer than others?

#### **Answer:-**

There is not one scientific reason. What is known, however, is that with some people it's genetic, while, with others, it's a will to live. Each person is different and some people have a strong immune system that helps keep the HIV under control, and they become what is called a long-term non-progressor. Researchers are studying these people to find out how they're able to keep the effects of HIV under control. Also, the people who have lived longer have made specific choices - sometimes unconsciously, which have ensured a longer life. These choices are all about reasons to live and seeing purpose and pleasure in their future.

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### **Question # 13**

Explain me why are some infants born positive but later test negative?

#### **Answer:-**

When a child is born, it has the mother's immune system for the first 12 - 18 months of life. In that same period, the child's own immune system activates and this is



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when the child can go from HIV+ to HIV-.

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### **Question # 14**

Explain me what is HIV and what is AIDS?

#### **Answer:-**

HIV (Human Immunodeficiency Virus) is a virus. You may hear that someone is HIV infected, has HIV infection, or has HIV disease. These are all terms that mean the person has HIV in his or her body and can pass the virus to other people.

HIV attacks the body's immune system. The immune system protects the body from infections and disease, but has no clear way to protect it from HIV. Without treatment, most people infected with HIV become less able to fight off the germs that we are exposed to every day. Many of these germs do not usually make a healthy person sick, but they can cause life-threatening infections and cancers in a person whose immune system has been weakened by HIV. HIV treatments can slow this process and allow people with HIV to live longer, healthier lives (see question 66).

People infected with HIV may have no symptoms for ten or more years. They may not know they are infected. An HIV test is the only way to find out if you have HIV.

AIDS (Acquired Immune Deficiency Syndrome) is a late stage of HIV disease. According to the Centers for Disease Control and Prevention (CDC), a person with HIV infection has AIDS when he or she:

- has a CD4 cell count (a way to measure the strength of the immune system) that falls below 200. A normal CD4 cell count is 500 or higher.

OR

- develops any of the specific, serious conditions - also called AIDS-defining illnesses - that are linked with HIV infection (see Appendix for a list of these conditions).

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### **Question # 15**

Tell me how many people are living with HIV and AIDS?

#### **Answer:-**

According to the United Nations organization UNAIDS, as of 2003 there were an estimated 40 million persons living with HIV and AIDS worldwide. Of these, 37 million were adults, and 2.5 million were under age 15. The overwhelming majority of persons with HIV live in resource-poor countries.

As of December 2002, 517,000 persons were known to be living with HIV and AIDS in the United States. The U.S. Centers for Disease Control and Prevention (CDC) estimates that 170,000 more Americans are infected with HIV but do not know it. Additionally, CDC estimates that 501,669 persons had died from AIDS in the U.S. as of December 2002.

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### **Question # 16**

Tell me how is HIV spread from one person to another?

#### **Answer:-**

HIV is spread when infected blood, semen, vaginal fluids, or breast milk gets into the bloodstream of another person through:

- direct entry into a blood vessel;
- mucous linings, such as the vagina, rectum, penis, mouth, eyes, or nose; or
- a break in the skin.

HIV is not spread through saliva (spit).

HIV is spread in the following ways:

You can only get HIV if infected blood, semen, vaginal fluids, or breast milk gets into your body.

- Having vaginal, anal, or oral sex without using a condom.
- Sharing needles, syringes, or works to inject drugs, vitamins, hormones, steroids, or medicines.
- Women with HIV infection can pass HIV to their babies during pregnancy, delivery, and breastfeeding.
- People who are exposed to blood and/or body fluids at work, like health care workers, may be exposed to HIV through needle-sticks or other on-the-job exposures.

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### **Question # 17**

Explain me how is HIV spread during vaginal sex?

#### **Answer:-**

HIV is spread during vaginal sex when HIV-infected semen, vaginal fluid, or menstrual blood comes into contact with the mucous membranes of the vagina or penis. In general, since there is more mucous membrane area in the vagina, and a greater possibility of small cuts in the vagina, women are more likely than men to get infected with HIV through unprotected vaginal sex. Teenagers and women entering menopause are at especially high risk for getting HIV (and other sexually transmitted diseases) because the tissue lining the vagina is more fragile at these ages. Cuts or sores on the penis or vagina raise the risk of HIV infection during vaginal sex for both men and women. Using a male latex condom or a female condom lowers your risk of getting HIV through vaginal sex

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### **Question # 18**

Tell us can a person with HIV who has an undetectable viral load pass HIV to someone else?

#### **Answer:-**

Yes. A viral load test measures the amount of HIV in a person's blood. An undetectable viral load means that the amount of virus in a person's blood is too low for the



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test to measure. It does not mean that there is no HIV in the person's body. A person who has a low or undetectable viral load can pass HIV to someone else, although the risk is probably lower than if he or she had a high viral load. Risk reduction measures, like using condoms and not sharing needles, still need to be taken

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### **Question # 19**

Tell me who should get tested for HIV?

**Answer:-**

Your health care provider is required to offer HIV testing to all persons between the ages of 13 and 64, regardless of apparent risk. You are strongly encouraged to accept testing; it may provide you with important information about your health and staying healthy. These are important points to know about HIV testing:

- HIV is the virus that causes AIDS. It can be spread through unprotected sex (vaginal, anal, or oral sex) with someone who has HIV; contact with HIV-infected blood by sharing needles (piercing, tattooing, drug equipment, including needles); by HIV-infected pregnant women to their infants during pregnancy or delivery, or by breastfeeding.
- There are treatments for HIV/AIDS that can help a person stay healthy.
- People with HIV/AIDS can use safe practices to protect others from becoming infected. Safe practices also protect people with HIV/AIDS from being infected with different strains of HIV.
- Testing is voluntary and can be done without giving your name at a public testing center (anonymous testing).
- By law, HIV test results and other related information are kept confidential (private).
- Discrimination based on a person's HIV status is illegal. People who are discriminated against can get help.
- Consent for HIV-related testing remains in effect until it is withdrawn verbally or in writing. If the consent was given for a specific period of time, the consent applies to that time period only. Persons may withdraw their consent at any time.

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### **Question # 20**

Explain do male and female condoms provide the same protection against HIV?

**Answer:-**

Yes. Studies suggest that female condoms offer the same level of protection against HIV as male condoms and may be more effective against some STDs. Female condoms are made of polyurethane, which is an effective barrier to HIV. Male and female condoms should not be used at the same time. Female condoms, like latex male condoms, are available in drug stores, some community health centers, and some AIDS service organizations.

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### **Question # 21**

PERSONAL ATTRIBUTES Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* How would you describe your communication skills?
- \* What makes you a good communicator?
- \* What is more important: good communication or good clinical skills?
- \* Give an example of a situation where you failed to communicate appropriately.
- \* Give an example of a non-clinical situation where your communication skills made a difference to the outcome of a project.
- \* How can you show empathy through an interpreter?
- \* What makes you a good team player?
- \* Give an example of a situation where you made a difference to a team.
- \* Give an example of a dysfunctional team in which you worked. How did you deal with it and what did you learn from that experience?
- \* Tell us about your management experience.
- \* What is the difference between management & leadership?
- \* Can you learn management by going to management courses?
- \* Do doctors need management skills?
- \* What does leadership mean to you and when do you exercise it?
- \* What makes you a good leader?
- \* Give an example of a situation where you showed leadership.
- \* Are leaders born leaders or can you learn to become a leader?
- \* What type of leader are you?
- \* Are you a leader or a follower?
- \* What makes a good team?
- \* How do you deal with stress?
- \* Give an example of a situation where you showed initiative.
- \* If you get this post, what ideas would you like to develop?
- \* How do you implement change in a unit?
- \* How do you go about fighting resistance from others when you want to change something? Give an example.
- \* As a consultant, how will you make sure that your team is up to scratch?
- \* In what circumstances have you had to influence others and how did you achieve your objectives?
- \* How possible is it to motivate and develop junior doctors in the current climate?
- \* How will you make sure that your team is up to scratch?
- \* How do you motivate others?
- \* How would your boss motivate you?
- \* How do you go about resolving a conflict?
- \* When is the last time you argued with a colleague?
- \* Tell us about a conflict which you had with a colleague?
- \* Tell us about a time when you had to deal with a conflict within your team or an MDT?



- \* What skills have you got which make you a good consultant?
- \* Would you be happy being an average consultant?
- \* What skills do you feel you need to improve the most?
- \* What are your strengths?
- \* What is your main weakness?
- \* How would your colleagues describe you?
- \* How would your patients describe you?
- \* How do you know that your colleagues trust you?
- \* How do you respond to criticism?

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### Question # 22

MANAGEMENT & NHS ISSUES Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Give an example of a situation when you enhanced the efficiency of your department.
- \* How would you develop better links with other departments? or Primary Care?
- \* How will this specialty be affected by current NHS changes?
- \* How do you feel that the Trust should react to current changes in the NHS?
- \* Should we be worried about polyclinics?
- \* How can we make this specialty more community centred?
- \* What do you think about giving patients the choice?
- \* Do you think it is fair to link the PBR tariff to quality of service? How do you think that quality should be measured?
- \* How do you think that the Darzi report influences the future of this specialty?
- \* How can we best present data on quality to patients?
- \* Darzi's proposed approach is to link quality payments to patient feedback. What are the pros and cons of this?
- \* What would be the effect of having a clinical dashboard in the waiting room?
- \* How can patient feedback be measured in a meaningful way?
- \* Do you think that encouraging competition through patient choice is the best way to achieve good quality of care?
- \* How can we optimise the efficiency of our department?
- \* If the tariff for procedure X is 1000 and, after full optimisation, the best we can do is an actual cost of 1,050, what should we do about it?
- \* What is your opinion on the new revalidation proposal of relicensing + recertification?
- \* What do you think would be the best way to assess if a doctor is safe?
- \* How do you assess surgical competence in a trainee?
- \* Do you think that appraisals are useful or just a paperwork exercise?
- \* What do you think are the issues caused by the introduction of revalidation as proposed?
- \* How possible is it to maintain good teaching and training in the context of the EWTD?
- \* Do you think the increasing role of nurses / the introduction of physicians' assistants is a solution to the NHS's problems?
- \* The Tooke report talks about destigmatising staff grade. What did he mean by that and what role can you play in achieving this?
- \* Both Tooke and Darzi talk about doctors needing more management and leadership skills. What is wrong with the status quo? What role can you play in helping juniors gain more experience in both?
- \* What is the best way to assess if someone is fit to enter this specialty at ST1/ST3 level?
- \* Our aim is to develop a new service on xxx. How do you think we can about doing this? What hurdles do you foresee?
- \* When you visited me (Chief Exec), I told you about the direction the Trust was taking. What can you tell me about it and how can you contribute?
- \* Do we have anything to fear from ISTCs?
- \* When you make a patient information leaflet using patient groups, do you think they self-select and are therefore not necessarily unbiased? What level do you pitch your information at? Which side do you lean towards: explaining in very simple terms or more detailed? How do you stop yourself from using medical parlance?

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### Question # 23

ANAESTHESIA Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Tell me about your CV
- \* Tell me about your orthopaedic anaesthesia experience
- \* Tell me about the GIC course you attended; did you find it useful?
- \* How do you evaluate your teaching sessions?
- \* How would you advise me to collect my CPD points in line with the new GMC revalidation process/ROA matrix?
- \* What is the best intervention that affected anaesthesia in your lifetime?
- \* The hospital covers a huge geographical area - how would you most effectively staff a pre-op assessment clinic attached to an outreach orthopaedic OPD clinic?
- \* Why are anaesthetists involved in pre-op assessment?
- \* In which ways would you improve productivity without spending more money ?
- \* Tell me about an audit you've done, relevant to this hospital, that has led to improvements.
- \* Why are you competitive?
- \* Patient in recovery in fast AF. How would you manage it?
- \* Patient in pre-op for elective hip replacement, 9 months after insertion of drug eluting stent - what would you advise?
- \* How would you introduce a new idea when you start as a consultant?
- \* We are a small department and have to work together. Tell me about teamwork
- \* How much blood loss per hour is there from a revision hip replacement?

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### Question # 24

ANAESTHESIA (PAIN) Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Tell us 3 skills you have acquired in your training which make you different.
- \* Is the role of psychology important in pain?
- \* What are the new requirements in the curriculum by the Faculty of Pain Medicine for training?
- \* What is the difference between a consultant and a trainee?



- \* Tell us about your research experience?
- \* Tell us about your MSc?
- \* Do you read any subspecialty journals?
- \* What have you read which changed your practice?
- \* What is the future of pain services in 5 to 10 years?
- \* Tell me about a memorable patient encounter?
- \* How do you measure quality in chronic pain?
- \* How do you now chronic pain services are value for money?
- \* What is the point of integrating King's, Guy's and St Thomas and KCL?
- \* What initiatives do you know for infection control in the wards?
- \* Should we ask GPs how we are doing?
- \* How will GP consortia change pain management?
- \* How do you increase patient satisfaction on the wards with regards to pain?
- \* How do you get nurses to improve pain scoring and assessment of pain on ward?
- \* What are King's values and which one of them do you identify with?

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### Question # 25

GENERAL SURGERY Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Take us through your CV.
- \* How will the white paper alter local health economy.
- \* What would you do if one of your consultant colleagues was drunk in theatre?
- \* What important information do you think the Trust should put on its website.
- \* What new service could we introduce and would you go about it?
- \* Why do you want to work in a DGH with such an academic CV?
- \* Tell us about a serious complication you had and how you dealt with it.

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### Question # 26

ICU / ANAESTHESIA Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Talk me through your training.
- \* You've published a bit, most seems to be from earlier placements in your country of origin. Is research easier there?
- \* What did the General Instructor Course equip you with for teaching? Does it really help?
- \* You've mentioned simulation in your presentation. Who do you use it for, and how do you keep it realistic?
- \* You've mentioned patient safety in your presentation. Which single thing would you do to increase patient safety?
- \* What is the first thing you would change on the ICU if you're given the job?
- \* How do you know that you're a good team player?
- \* You said you've got communication skills. Can you expand on that?
- \* How would you deal with a situation where you find that the surgeon you're working with is below par?
- \* How would your friends describe you?
- \* How do you think you can help move UHL forward in the climate of the Comprehensive Spending Review? Follow-up question: Do you think some of your older colleagues might struggle with going out selling our services to buyers (GPs)?
- \* Why do you want to work here?

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### Question # 27

ANAESTHETICS (TRAUMA INTEREST) Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Talk me through your career to date.
- \* What added value do you have to offer to this department and what is your 5-year career plan?
- \* A surgeon whom you work with regularly always arrives late for the afternoon list, meaning that staff and you regularly stay late to finish. What do you do?
- \* I want to set up a trauma fellowship. How can you help me and how would go about it?
- \* I am the Clinical Director. I have a problem with 2 consultants. I have received a number of complaints from colleagues about Consultant A and the same number of complaints from patients about Consultant B. Which ones should I take more seriously and why? What should I do about both as their manager?
- \* How can you demonstrate quality in your practice?
- \* How can you save 3% of your costs in Anaesthesia?

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### Question # 28

RADIOLOGY Based Consultant Job Interview Questions:

#### Answer:-

- \* Talk me through your training milestones.
- \* Are you trained and competent for this job?
- \* The trust has recently merged and there are two people on the panel from the different sides of the city. Where does your allegiance lie?
- \* In your application form you said you were passionate about teaching; that's an unusually strong word. Explain.
- \* Tell me a bit about interviewing medical students. Why do we need to interview (some medical schools don't)? How is it best to approach the interviewing process?
- \* Would you like to become a mentor?
- \* Tell me about patient safety, giving radiology-based examples.
- \* How do you intend to improve the service. Be specific.
- \* The job description includes specialist sarcoma imaging. How much have you done?
- \* Are you happy and competent to do on call intervention work?





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- \* The job includes paediatric intervention. What are you willing to take on?
- \* How would you deal with a problem colleague and can you give an example of one?
- \* How would you put together a business case to stop performing barium enemas?
- \* What do you think of CT colonography? Where is it going in the future?
- \* What research have you done? What are your future plans?
- \* What do you think about revalidation?
- \* How can we reduce healthcare associated infections?
- \* How can we improve the day-to-day safety of the department?
- \* What is your understanding and experience of clinical audit?
- \* Explain your understanding of becoming a foundation trust. How should we go about it and what difference will it make?
- \* What do you understand by plurality and what effect does it have on radiology?
- \* What 3 words would you use to describe how you felt when you walked in here today?
- \* How do you think patients feel when they are about to see you? How do you feel when you are about to see a patient?
- \* Where do you see yourself in 5 years' time?

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### Question # 29

ENT (PAEDIATRIC INTERESTS) Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* You have a lot on your CV. How do you manage your time?
- \* What can you do to improve the provision of children's services in the hospital?
- \* Do you have enough experience to cope with a young child's airway e.g. have you got experience of performing neonatal / paediatric tracheostomy?
- \* How would you improve our relationship with GPs?
- \* How would you improve our relationship with the PCT?
- \* The demand for outpatients has gone up by 50% in one month, but the conversion rate to inpatient admission has not changed. What do you think about this?
- \* How do you deal with criticism?
- \* Have you ever caused harm to a patient? How do you know you are safe?
- \* How does serving the individual conflict with serving the population?
- \* Tell me about your best publication?
- \* Tell me what your role would be in teaching?
- \* What is your best professional achievement?
- \* What are your plans for the department? Where do you see yourself in 5 years' time?
- \* What do you think the challenges will be as a new consultant?
- \* How would you convince a patient you have never met that you are safe?
- \* How do you deal with a difficult patient?
- \* Tell me about the feedback you have had from patients?

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### Question # 30

PLASTIC SURGERY (WITH BREAST RECONSTRUCTION INTEREST) Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Talk us through your training.
- \* As you know this job covers two sites. How will you ensure a high quality breast service across two sites?
- \* This is a breast job. How do you feel about undertaking non-breast work?
- \* Tell us about your experience abroad.
- \* This is your first night on call as a consultant. How will you manage / interact with the registrar on call?
- \* Your Registrar has called you in for a difficult case but it is more complicated than you thought. You are not sure how to manage it; how will you deal with this?
- \* How many flaps have you done? How long does it take you to do a DIEP flap? How will you manage your first bilateral DIEP flap?
- \* I see you have done a higher degree. Do you think research is important for surgeons?
- \* Do you think you are a good teacher and what evidence do you have to show this?
- \* What can bring to this hospital?
- \* Where do you see yourself in 2 and 6 years' time?
- \* How will foundation status affect you and the service you provide?
- \* How do you think you will work with your line manager in terms of your service?
- \* If I were your patient, how would you build a relationship with me?
- \* How would a physician's assistant help you in your practice?
- \* What makes a good leader?
- \* How would your colleagues describe you?
- \* Why do you want to work in this hospital?

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### Question # 31

CHILD & ADOLESCENT PSYCHIATRY Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Talk us through your CV.
- \* What are your strengths and weaknesses?
- \* What would you like to look back on when you retire and feel proud of?
- \* What relation issues could arise between 2 consultants on an inpatient unit and how would you manage that?
- \* What is your experience of developing services and how do you succeed when there is resistance to change?
- \* What outcome measures would you collect?
- \* Why should the Trust take the risk of giving such a high profile post to a new trainee?
- \* Other candidates are more experienced than you. What do you have to say about this?
- \* What will your contribution to research be?
- \* How would you help enhance this trust's reputation?
- \* How would you evaluate this service?
- \* What is unique about you?





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### Question # 32

RADIOLOGY Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* What is better for patients? General radiologists or specialised radiologists?
- \* What are the implications of moving to a paperless department and moving more service to the community?
- \* Do you think we should stop GPs having open access to imaging such as MRI?
- \* Do you think vetting the radiology request forms is a waste of money and time?
- \* What is the risk of employing a new consultant?
- \* What is the risk for you in taking up this job?
- \* What is the importance of management for clinicians?

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### Question # 33

HISTOPATHOLOGY Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Tell us about your training experience. What did you feel were the advantages and drawbacks?
- \* How many cases have you reported?
- \* The post needs research interests. How do you think you can develop this?
- \* What is your subspecialist interest and how can it fit within the current job plan?
- \* What is your experience in GI pathology?
- \* Not everyone can be a leader. What do you understand by 'Clinical Leadership'? How would you develop this within your department?
- \* What leadership role would you like to take in future?
- \* What are the changes proposed by the current white paper?
- \* Which of these do you think is the most important change and why?
- \* What is the major threat to our Trust as a result of the proposed changes?
- \* What are the criteria for patient satisfaction during the period of their treatment in a hospital?

[Read More Answers.](#)

### Question # 34

BREAST RECONSTRUCTION Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Presentation: 5mins - modernising the breast reconstruction in Warwickshire
- \* Are you well trained? Talk us through your training.
- \* What do you understand about the national mastectomy audit, implications for practice, limitations of audit?
- \* What benefits did you get from your oncoplastic fellowship?
- \* Why do you think that plastics trainees have been reluctant to take up these fellowships?
- \* What are the details of the enquiries in Mid Staffs and paediatric cardiac surgery in oxford? How will this affect you when starting your new consultant post?
- \* What is your main weakness?
- \* How do you relax?

[Read More Answers.](#)

### Question # 35

DIFFICULT COLLEAGUES & OTHER DIFFICULT SCENARIOS Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* One of your consultant colleagues is underperforming or his quality of care is unsatisfactory. What do you do?
- \* One of your juniors complains to you that they are being bullied by another consultant. How do you handle the situation?
- \* One of your junior colleagues comes in late by over 20 minutes repeatedly. What do you do?
- \* Your registrar reports to you that his SHO has been coming late for 20 minutes each day over the past 4 days. What do you do?
- \* One of your juniors keeps contradicting you in front of patients. What do you do?
- \* A senior consultant turns up drunk for work one morning. How do you handle the situation?
- \* You overhear two nurses talk about the fact that one of your registrars was taking cocaine last Friday when he went clubbing. How do you address the situation?
- \* Assuming that you report a colleague's bad performance to your clinical director. What would you expect him to do about it?
- \* What difference do you make between lack of fitness to practice and underperformance?
- \* What role does NCAS play in dealing with underperformance?

[Read More Answers.](#)

### Question # 36

GASTROENTEROLOGY Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Presentation (Topic given 30 minutes beforehand): How will you contribute to the development of new and existing gastroenterology services in this Trust?
- \* Could you take us through your experience as a junior doctor?
- \* Tell us more about your speciality training.
- \* Describe your experience of therapeutic endoscopy.
- \* Do SpRs take place in a bleeding rota in the North-West?
- \* How do you know you are competent in managing emergency GI bleeding?
- \* The service need for Hepatitis C is increasing. Would you be prepared to treat Hepatitis C if appointed?
- \* Are you familiar with Kieran Moriarty's alcohol service and recent guidelines?
- \* Would you be willing to develop an alcohol service within the Trust? How would you develop it?
- \* Let's say you estimated that 50,000 was required to fund an alcohol specialist nurse. How would you achieve this funding within the current financial climate?



- \* Describe a recent study or guideline that has changed your clinical practice.
- \* Are you an advocate of top down biological therapy in Crohns?
- \* Give two examples of basic scientific research that have changed clinical practice.
- \* You receive an email from me (clinical director) when you arrive at work one morning informing you that the hospital is on red alert. What would you do?
- \* It is 2013 and the GP commissioning consortium decides to reduce the tariff on open access gastroscopy to that equivalent to an outpatient appointment. How would you manage this? What is the current tariff for an open access gastroscopy?
- \* How do you anticipate that planned changes in NHS configuration will affect gastroenterology services?
- \* If you were successful and were offered this consultant post, you will come at a cost of 4.5m to this trust over your career. How will you prove to be a worthwhile investment for the Trust?
- \* What is your opinion on the recently published white paper?

[Read More Answers.](#)

### Question # 37

ENT Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Do you know how the teaching of medical students is done here and how could it be improved?
- \* What do you do if you come into conflict with a manager colleague about funding for a service you wish to provide?
- \* What do you think is the leading cause of conflict amongst colleagues?
- \* Tell us about your fellowships.
- \* What can you bring this trust which is unique?
- \* If there was one thing which as chief executive I could do for you, what would that be?
- \* What does a team structure mean to you and where do you see yourself in the team?

[Read More Answers.](#)

### Question # 38

ANAESTHETICS (INTEREST IN PAIN) Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Tell us how your training has helped you to apply for this job (other than Pain)?
- \* What is your opinion about the decreasing time for training nowadays?
- \* What are the recent NICE guidelines on pain management? Will you follow those guidelines?
- \* Why do you want to take this job and why in this region?
- \* Do you think the NICE committee is fairly representing all stakeholders?
- \* Epidural steroids are not licensed for use. If you were taken to court on this matter, how would you defend yourself?
- \* Why do you want to do the Irish Fellowship in Pain when you already have the British Fellowship?
- \* You are interviewed by the media about the role of the anaesthetist. How will you explain it to the public?
- \* Tell me about the WHO checklist.
- \* Give me examples of your previous encounter with management officials.
- \* Have you done anything to improve services in any of the hospitals you have worked in before?
- \* Have you ever filled a critical incident form?
- \* Can you talk about root-cause analysis?
- \* Discuss one thing which impressed you most and one which depressed you most about the NHS in the past 10 years.
- \* Tell us about communication.
- \* How do you reduce the anxiety of patients and relatives pre-surgery?

[Read More Answers.](#)

### Question # 39

ORTHOPAEDICS (SPINAL SURGERY) Based HIV Consultant Job Interview Questions:

#### Answer:-

- \* Describe your postgraduate training - especially in your subspecialty.
- \* Describe your practical experience during your fellowship.
- \* What are your thoughts on cross specialty working within spinal surgery?
- \* Do you see any areas of commonality / difference between orthopaedic and neurosurgical spinal surgery?
- \* How would you organise MDTs?
- \* Where do you see the areas of expanding demand within spinal surgery?
- \* Can you expand on your comments regarding joint operating?
- \* How do you view research?
- \* You talked about postgraduate teaching - do you have any undergraduate teaching experience?
- \* How would you organise the spinal service?
- \* How would you organise the trauma service?
- \* How can you support the work of the trauma specialists?
- \* How do you think we are performing in the management of fragility fractures (osteoporosis)? How would you improve it?
- \* Describe a weakness?
- \* Describe another weakness?
- \* How would you demonstrate to me that you are a good doctor?
- \* What action would you take if you discovered shortcomings in a colleague's practice?
- \* What two issues keep me, the CEO, awake at night re this Trust?
- \* In your experience what is the main limiting factor for efficient throughput in theatre? How would you improve it?
- \* How would you respond to complaints from nursing staff regarding changes in their working arrangements? (In the context of improvements in theatre practice)
- \* Did you realise that you have spelt orthopaedics incorrectly in your application form? How does that speak in favour of your attention to detail?
- \* What has been the biggest change and development for you moving from trainee to locum consultant?
- \* You discussed team working - how have you managed this during your time as a locum consultant?

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### Question # 40



ANAESTHESIA & ITU Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Introduce yourself in 3 sentences
- \* Tell us about your teaching experience
- \* Tell us about your research experience
- \* How can we improve our anaesthetic service without spending more money?
- \* How would you help to integrate the 3 anaesthetic departments from the 3 hospitals in the health board?
- \* Why did you apply for the job and what can you bring to the health board?
- \* Why is there a problem with patient safety?
- \* If you could do any research what would you do and why? how would you develop collaborative relationships to help your research?
- \* Convince us you have enough ITU experience to cover ITU on call.

[Read More Answers.](#)

**Question # 41**

MICROBIOLOGY Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* What is your opinion on the changing working hours in laboratory medicine?
- \* What are the difficulties with getting involved in research when laboratory facilities are off site?
- \* What is the impact of new GP consortia/clinical senates and how should we engage with these to determine service provision?
- \* How can we improve quality and innovation in microbiology?
- \* Give an example of a clinical mistake you made.
- \* What risk would the Trust be taking in employing you?
- \* Beyond my service provision role, what could you offer the trust that another candidate couldn't?
- \* How would you go about bringing about a change in policy?
- \* Why do you want this position?

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**Question # 42**

TEACHING Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Tell us about your teaching experience.
- \* How do you cope with teaching multidisciplinary groups?
- \* Tell us about Problem-Based Learning? What are its pros and cons?
- \* What kind of teaching do you like/dislike the most?
- \* Tell us about your worst teaching experience as a teacher.
- \* What have you learnt from the teaching courses you attended?
- \* Do you think that anyone can be taught?
- \* How would you entice a junior doctor who had shown an interest into your specialty to join the specialty as a career?
- \* If I gave you a group of 6 FY2s/ST1s to teach next week for one hour on <topic>, how would you go about preparing for it?
- \* What makes you a good teacher?
- \* How do you know that you are a good teacher?
- \* What is the difference between a good teacher and an excellent teacher?
- \* How can we maintain good teaching in view of the decreased number of hours imposed by the European Working Time Directive?
- \* Other than by attending courses, how would you improve your teaching skills?
- \* Tell us about some of the negative feedback that you have received following your teaching sessions.
- \* How would you explain to an uneducated patient what <condition> is?

[Read More Answers.](#)

**Question # 43**

BACKGROUND, TRAINING, THE JOB & MOTIVATION Based as HIV Consultant Job Interview Questions:

**Answer:-**

- \* Tell us about yourself
- \* Take us through your CV
- \* Why do you want to join this Trust?
- \* What can you offer to this Trust?
- \* What can this Trust offer you?
- \* How does your training meet the needs of the post?
- \* What makes you think that you are fit to become a consultant?
- \* How do you know that you are fit to become a consultant?
- \* How did you acquire the maturity to become a consultant?
- \* Do you feel that it is right for trainees to become consultants straight after CCT?
- \* What are the advantages and disadvantages of employing locum consultants?
- \* Where do you see yourself in 5/10/20 years' time?
- \* How do you see your career develop over the next 10 years?
- \* Would you like to become a clinical director?
- \* Looking back at your training, what did you like the most and the least?
- \* If you had the chance, what would you change in your training/ portfolio?
- \* What experience do you have to manage <type of session> successfully?
- \* Why should we give you this job?
- \* Is there anything which I, as the Chief Executive, should know and that you are not telling me? Why should I not give you the job?
- \* What was your greatest professional challenge in the past 5 years?
- \* What are the medium term goals for this hospital and how could help?
- \* What do you like the most and the least about this specialty?
- \* How do you identify your weaknesses?
- \* What is the difference between being a senior SpR and a junior consultant?



- \* How would your seniors motivate you?
- \* What do you think will be your biggest challenge in this post?
- \* What experiences outside of medicine have you found useful for your medical career?
- \* As a new consultant, what use will you make of your SPAs?
- \* Do you think that consultants should be entitled to SPAs?
- \* How do you measure success?

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### **Question # 44**

CARDIOLOGY (ELECTROPHYSIOLOGY) Based HIV Consultant Job Interview Questions:

#### **Answer:-**

- \* Why do you want to work at this hospital?
- \* Tell us about your fellowship
- \* How did they keep the staff happy at that institution?
- \* What have you heard about PCTs funding AF ablation?
- \* Who will you need to talk to when asking for funding for AF ablation?
- \* How will you construct your argument for funding AF ablation?
- \* Tells us about a complication during a procedure that you had.
- \* What will you do in the first 6 months at this trust?
- \* What is your first peer reviewed grant that you will put in?
- \* What is the difference in applying to an AHSC, or to a FT?
- \* What is the difference between a SL position and a Consultant position.
- \* How do you deal with an underperforming colleague.
- \* How does the hospital as a whole deal with the outside community.
- \* Name an instance when you have saved money for the hospital you have worked in.
- \* If all your colleagues were in the room what would they say your strengths were?
- \* And your weaknesses?
- \* On a scale where one end is value and the other is results, where do you put yourself?
- \* What is the tariff for AF ablation?

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### **Question # 45**

GENERAL ADULT PSYCHIATRY Based HIV Consultant Job Interview Questions:

#### **Answer:-**

First interview (HR Director + 2 consultants)

- \* Why do you want this job?
- \* Tell me about something you have innovated on this year.
- \* What problems have encountered in supervising junior staff?
- \* Tell me how you used evidence-based medicine in your practice in the past 12 months?
- \* There have been 45 people applying for this job. Why should we give it to you?

Second interview (Full panel of 8)

- \* Tell me the top 3 things that make you stand out for this job.
- \* How will you work with local GPs in this job?
- \* Tell me about a clinical audit that you have done in the last 12 months that has resulted in service improvement.
- \* How would you deal with a junior doctor who is not performing well.
- \* What are the difficulties you could face as a clinician dealing with your managers?
- \* How would you work with your managers to develop the service?
- \* How do you think the new White Paper will affect your service?
- \* Give me some examples of how you have involved service users over the last 12 months.
- \* What aspects of the job do you think you will need help with in the first year?
- \* What would you need a mentor to help you with in the first year?

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### **Question # 46**

SURGERY Based HIV Consultant Job Interview Questions:

#### **Answer:-**

- \* Tell us about yourself.
- \* What would your ideal job plan look like?
- \* Out of the job plans on offer, which one would you prefer and how does your training make you suitable for it?
- \* You are wearing a tie bearing the arms of the royal college. Explain.
- \* If you were appointed how would you help the new PFI?
- \* What do you know about the new elective emergency split? What are the pros and cons?
- \* How would you reassure me that I won't be called for questioning by the GMC to discuss your conduct?
- \* Have you had any critical incidents? What did you learn and how?
- \* Are we doing enough nationally in terms of audits?
- \* Are our systems robust enough?
- \* What are the timelines and developments for revalidation? Tell us about the logistics.
- \* How would you increase theatre efficiency and save money?
- \* Will you be working in theatres or trying to solve all the problems outside the theatre environment?
- \* How can you work with people as a team to improve efficiency?
- \* Will you accept any job or a specific job plan?
- \* Praise the Trust.

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### **Question # 47**



HISTOPATHOLOGY Based Consultant Job Interview Questions:

**Answer:-**

- \* Take us through your CV and your histopathology training.
- \* Who should run the MDT meetings? (Question asked by a surgeon).
- \* One of the consultants in the department complains their workload is excessive. What do you do?
- \* How would you describe yourself in relation to the way you work in a team?
- \* How would you improve efficiency in the lab?
- \* You are reporting a metastatic malignant melanoma. Looking at the previous histology, which is a skin biopsy, this was reported as a benign naevus but is clearly a melanoma that has been missed. You were the reporting pathologist. What do you do next?
- \* How would you ensure that your department is working well and demonstrates excellence?
- \* What is the Trust's future direction and how can you contribute towards it?
- \* You talked so passionately about teaching that I am now wondering why you applied for a post which does not have a big teaching component. Why?

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**Question # 48**

ONCOLOGY (BREAST & UROLOGY) Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Tell us about your Research Fellowship in Canada.
- \* How does the Canadian system compare to the UK system?
- \* What are the pros and cons of MDTs?
- \* MDTs may involve sharing patient images and scans. What are your views regarding potential problems with this sharing?
- \* How should we implement new radiotherapy technologies?
- \* What model should we employ in setting up satellite RT centres? Resident doctors or visiting doctors with extended roles for other professionals?
- \* If you extend roles, where would you draw the line? Should radiographers prescribe RT?
- \* Does palliative RT lend itself to delivery of a satellite centre?
- \* How would you set up an acute oncology service?
- \* What are your general thoughts on audits?
- \* How would you prioritise what needs auditing?
- \* What is your experience of patient reported outcome measures? Would the results of these influence your practice?
- \* You only had 3 publications in peer reviewed journals before going to Canada. Do you think that is acceptable?
- \* Seeing as clinical oncologists need to know everything a medical oncologist does and then more, do we need to increase the length of clinical oncology training?
- \* Should we split into radiation oncology and medical oncology in the UK?
- \* Are there any things that our centre could learn from yours?
- \* How is the critical care in your hospital run?
- \* What are the problems you envisage for stand alone cancer centres in the future?
- \* You will need to train SpRs. How will you deal with an SpR who is underperforming?
- \* This post involves working closely in a team with two other consultants. What are your perceived advantages and disadvantages of this approach?
- \* An article in the NEJM indicates the Cancer Plan wasn't working despite a massive investment of money. What is your opinion?

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**Question # 49**

PAEDIATRICS Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Why do you want to work for this Trust?
- \* What projects have you done that you have seen through to completion?
- \* Give an example of conflict between members of your team and how you dealt with it?
- \* Our Trust has signed up for "Patient first". What does this mean?
- \* What were the lessons of the Mid-Staffordshire report?
- \* Can you outline how you propose to undertake CPD as a consultant?
- \* What were the lessons from Baby P and how does this affect your practice?
- \* What is the NHS constitution?
- \* Do you know of any objective way of measuring risk?

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**Question # 50**

PATHOLOGY Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* What is the difference between clinical governance and clinical effectiveness?
- \* Describe an audit which you have done.
- \* Where do you see your role given the planned restructuring of pathology services (Carter report) and what are the advantages and disadvantages of the proposals.
- \* What makes a good leader!
- \* Where do you see yourself in 5 years time?
- \* What advancements do you think you will have made to the department and how do you plan to develop the service over the next 5 years?
- \* Are you happy just giving clinical advice (as a consult) without full responsibility of the patient? What do you do if the advice is then ignored?
- \* How would you save costs in pathology?

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**Question # 51**

PAEDIATRIC ANAESTHESIA/PICU Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* Can you tell me how your training has prepared you for a post as a Consultant in Paediatric Anaesthesia?
- \* Panel requested more detail on a couple of audits





- \* This is not an academic post but how will you contribute to academic anaesthesia at this trust?
- \* In 5 years time, a post for a Senior Clinical Lecturer in Undergraduate training is advertised. Would you be interested?
- \* You are in theatre with a diaphragmatic hernia when another surgeon tells you he has a really sick neonate in NICU with NEC. How will you manage this?
- \* You are repairing a hernia thoracoscopically when you suddenly find the child's CO2 goes up. How will you manage this situation?
- \* Bearing in mind the HDU/ITU facilities in this hospital, how will you manage a child who needs a Nissen's fundoplication who has suddenly aspirated while on the ward?
- \* How do you measure efficiency?
- \* What efficiency strategies would you like to introduce if you were appointed?
- \* Where do you see the role of Chelsea in North West London in the Paediatric Surgical Network?
- \* You will have read about CQUINS and QIPPS in preparation for your interview. What do you understand by the term innovation?
- \* What innovations will you introduce to the trust?
- \* You are in theatre with a trainee who isn't performing to the standards that you would expect. You question him during a long boring case and find out that about 2 weeks ago, he was with a senior colleague who shouted at him in front of the whole theatre team and he has been feeling very demotivated since. How do you handle this?
- \* He then tells you he could smell alcohol on your colleague's breath. How do you handle this?
- \* How do you deal with a senior underperforming trainee?
- \* How would you respond to a complaint letter?

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### **Question # 52**

OBSTETRICS & GYNAECOLOGY Based HIV Consultant Job Interview Questions:

#### **Answer:-**

- \* Presentation on "How would you use the opportunity to make the services in this hospital first class?"
- \* Tell us about yourself.
- \* How do your friends describe you?
- \* You have not done any research or publication, has this been a conscious decision...not to be involved in research?
- \* Would you like to continue your masters in medical education? Is it a part-time or distance learning course.
- \* What do you think of GMC revalidation?
- \* How will you provide leadership to such a big unit?
- \* Is there anything you learned in other units that you would like to bring to our unit?
- \* You said you want to set up combined obstetrics and cardiac medicine clinic in the unit....will that improve outcome for patients?
- \* A midwife comes to you and complains that the SHO on call for labour ward is seen to use opiates on duty and seen to walk around with hypodermic needles and syringe in his pockets. How will you handle this situation?
- \* How will you develop the education programme or the post-graduate trainees in the unit?
- \* Where do you see yourself 10 years from now?
- \* Do you feel you are ready to become a consultant?
- \* Tell us about a recent NICE guideline which you tried to implement in your department. What problems did you face in implementation?
- \* What experience have you had as a registrar which would help you meet the challenges of the role of a consultant?
- \* Do you feel you had enough time for your training...did EWTD affect it in anyway?
- \* Tell us about a recent AIRS form that you filled in.
- \* If we employ you, what will you do for the first 6 months?
- \* Chief Executive: If you get the job, what will you ask me?
- \* What is the risk in employing you? How can we help mitigate the risk?
- \* Do you have any questions for us?

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### **Question # 53**

NEONATOLOGY Based HIV Consultant Job Interview Questions:

#### **Answer:-**

- \* Take me through your CV concentrating on the clinical aspects.
- \* What personal attributes do you have that make you suitable for this post?
- \* Which part of the service do you want to develop?
- \* What are the challenges facing Neonatology?
- \* How can we improve communication between Obstetrics & Neonatology?
- \* How can training for junior doctors be improved?
- \* How do research and audit fit into business planning?
- \* What are the challenges caused by EWTD?

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### **Question # 54**

RESEARCH Based HIV Consultant Job Interview Questions:

#### **Answer:-**

- \* Tell us about your research experience.
- \* What is your understanding and experience of research governance?
- \* What did you gain from your research?
- \* Do you think that all trainees should do research?
- \* What is the role and importance of research for a junior trainee?
- \* How do you go about seeking ethical approval?
- \* What are NRECs?
- \* How would you go about seeking funding for your research?
- \* Why should a DGH care about research when there are more pressing issues such as service provision and profitability?
- \* Should all research be carried in tertiary centres or do DGHs have a role?

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### **Question # 55**



## HIV Consultant Interview Questions And Answers

DERMATOLOGY Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* What service would you develop in your department and how?
- \* How would you reduce the costs of the department by 20%?
- \* How do you know that your teaching methods work?
- \* Are there any published studies on the outcomes of teaching?
- \* To produce a good undergraduate teaching, we will need to run less clinics or see less patients in clinics. How can you defend/argue this?
- \* Our hospital has poor feedback on patient experience. What one thing do you think we could change to improve this?
- \* In the current times when there is demand to see more patients, how can you defend spending time in research?
- \* What is the most interesting paper you have read this year and why?
- \* There is pressure to move some specialities into the community. What arguments would you use to keep your speciality hospital-based?

[Read More Answers.](#)

### Question # 56

CLINICAL GOVERNANCE & SAFE PRACTICE Based HIV Consultant Job Interview Questions:

**Answer:-**

- \* What makes you think that you are safe?
- \* How do you know that you are safe ?
- \* How can we make sure that you are performing to the standards of Good Medical Practice?
- \* Tell us about your day-to-day experience of clinical governance.
- \* What contribution can you make to clinical governance in your new consultant post?
- \* How do you keep up to date?
- \* How do you identify your weaknesses and deficiencies?
- \* What contribution can you make to risk management?
- \* Do you believe in a no-blame culture?
- \* When did you last have to complete a critical incident form?
- \* How would you encourage your team to complete critical incident forms each time it is appropriate?
- \* What are the hurdles to implementing clinical governance in a department?
- \* Tell us about a recent clinical mistake that you have made.
- \* Tell us about your biggest mistake.
- \* Tell us about a situation where you felt out of your depth.
- \* When is the last time that you had to seek senior help?
- \* Do you think that it is acceptable for consultants to ask for help?
- \* Tell us about your audit experience.
- \* How does patient feedback influence your practice?
- \* How responsive are you to your patients' needs?
- \* Tell us about the most difficult clinical situation you have faced.

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### Question # 57

Tell me what is your biggest career mistake or failure?

**Answer:-**

The most dreadful of them all. The one where they ask you to take about your own personal mistakes, mess-ups and overall failures.

This one always feels like a trap-how can they possibly give a job to someone who has failed!!-but it's really not. The truth is you're human and you've made a mistake or two on the job before. So has everyone. So has your interviewer.

No one likes talking about failure, but it can be very helpful to a prospective employer to hear you talk about how you handle it. Avoid placing blame on anyone and focus on what you learned from the experience that you choose to share. Again, like your answers to the prior questions, don't be afraid to talk about your personal experiences.

"Never underestimate the power of the story," Lin says. "It can convince a company that one won't quit at the first sign of a better paycheck."

(Word to the wise: Don't go into "full honesty" mode on this one. Definitely don't lie, but you may want to avoid telling the interviewer about the three hazmat incidents you caused in your last job.)

How you should answer: "I learned the hard way about how to manage night shifts about five years ago. I was so used to managing day shifts that I realized there was a whole culture of the night shift that I was unfamiliar with. On top of that, the hours were killing me. But I paid attention to my more seasoned colleagues and did some real soul-searching about how I could better handle managing the job. My first six months were tough, but after I made a few key adjustments, I great to really like that job at that time."

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### Question # 58

Explain me what are the symptoms of HIV?

**Answer:-**

There are many different symptoms that can indicate HIV infection. However, many of these symptoms are similar to other common illnesses. The most common symptoms are very similar to the early stages of flu or a cold but without the runny nose.

They include:-

- \* - Fatigue (feeling tired)
- \* - Slight fever that lasts for a few weeks
- \* - Headaches
- \* - Muscular pain
- \* - Not wanting to eat normally
- \* - Feeling sick or nauseous
- \* - Swollen glands in the groin or under your arms or at the back of your neck
- \* - Sometimes a rash that will not go away
- \* - Sometimes a dry cough that is unrelated to smoking
- \* - Woman also tend to have a persistent vaginal thrush that doesn't heal rapidly

If you have any of these symptoms and they continue for more than a few weeks, get to your doctor or clinic. Remember, early intervention is the key to living longer with HIV.





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### Question # 59

Tell me who is at risk for getting HIV?

#### Answer:-

A person of any age, sex, race, ethnic group, religion, economic background, or sexual orientation can get HIV.

Those who are most at risk are:

- people who have "unprotected sex" with someone who has HIV. Unprotected sex means vaginal, anal, or oral sex without using a condom.
- people who share needles, syringes, or other equipment to inject drugs, steroids, or even vitamins or medicine with someone who has HIV.
- Babies can potentially become infected during their mothers' pregnancy, during delivery, or after birth in the immediate post-partum period. They can also become infected through breastfeeding.

A person of any age, sex, race, ethnic group, religion, economic background, or sexual orientation can get HIV.

- Health care and maintenance workers who may be exposed to blood and/or body fluids at work sometimes get infected through on-the-job exposures like needle-stick injuries

[Read More Answers.](#)

### Question # 60

Explain what is the status of the HIV/AIDS epidemic in New York State?

#### Answer:-

As of December 2007, more than 180,674 persons in New York State had been diagnosed with AIDS; approximately 73,889 of those persons are still living. Of those 73,889 persons living with AIDS:

- 44% are African American.
- 30% are Hispanic.
- 25% are white.
- 0.7% are Asian/Pacific Islander.
- 0.1% are Native American.
- 26% are women.
- 5% are under the age of 25.
- 15% are over the age of 50.

AIDS has been diagnosed in people living in every county of New York State.

However, 79% of New Yorkers currently living with AIDS were living in New York

City at the time they were diagnosed.

In June 2000, New York State began reporting cases of people diagnosed with HIV only (not AIDS) in addition to reporting AIDS cases. Since then, New York State counts and reports HIV cases separately from AIDS cases. As of June 30,

2007, there were 46,040 persons in New York State living with HIV (but not AIDS).

Of those persons:

- 44% are African American.
- 29% are Hispanic.
- 24% are white.
- 1.3% are Asian/Pacific Islanders.
- 0.1% are Native American.
- 33% are women.
- 8% are under the age of 25.
- 26% are over the age of 50.

Of those New Yorkers who are currently living with HIV (but not AIDS), 77% of them were living in New York City at the time they were diagnosed.

The State Department of Health also tracks the "risk factors" identified by people who test positive for HIV. The risk factor is the most likely way a person became infected. Of the persons currently living with AIDS in New York State:

- 29% have a risk factor of using intravenous drugs.
- 30% are men with a risk factor of having sex with men.
- 16% have a risk factor of heterosexual sex.

Injection drug use (through sexual contact with an injection drug user, or infants infected prenatally) was the direct or indirect cause of infection for 44 percent of the persons in New York State who were living with AIDS as of December 2002.

Of all cases with known risk, 52.3 percent are directly or indirectly attributable to injection drug use.

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### Question # 61

Tell me can injecting vitamins, steroids, hormones, or insulin put me at risk for HIV infection?

#### Answer:-

It can if you share injection equipment. HIV can be passed any time you share equipment to inject drugs, vitamins, hormones, insulin, steroids, or any other substance intravenously (IV) into a vein, into your muscles, or under your skin. Always use new, sterile needles and syringes when injecting any substance into your body. If you must reuse a needle, clean it with bleach



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### Question # 62

Tell me does having a sexually transmitted disease (STD) affect my risk of getting HIV?

#### Answer:-

Yes. Having an STD, especially herpes or syphilis sores, increases your risk of getting HIV and giving HIV to a partner. Other STDs, like gonorrhea or chlamydia, also increase your risk of becoming infected with HIV.

STDs change the cells that line the vagina, penis, rectum, or mouth, which can cause open sores to develop. These sores make it easier for HIV to enter the body. Any inflammation or sore caused by an STD also makes it easier for HIV to enter the bloodstream during sexual contact.

If you already have an STD, you are more likely to get infected with HIV during unprotected sex with someone who has HIV.

If you already have an STD, you are more likely to get infected with HIV during unprotected sex with someone who has HIV.

Studies have shown that STDs increase the amount of HIV in the semen and vaginal fluids of people infected with HIV because of increased inflammation in the area. Therefore, if you have HIV and an STD, you are more likely to pass HIV to your partner during unprotected sex. Studies have also shown that treatment for STDs may reduce HIV transmission.

Many STDs do not cause symptoms, especially in women. It is important for sexually active men and women to get tested for STDs regularly, even if they have no symptoms.

[Read More Answers.](#)

### Question # 63

Explain can a person with HIV who is not sick or who has no symptoms pass HIV to someone else?

#### Answer:-

Yes. Any person infected with HIV, even if he or she has no symptoms, can pass HIV to another person. Risk reduction measures still need to be taken

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### Question # 64

Tell us what is the difference between anonymous and confidential testing?

#### Answer:-

If you have a confidential HIV test, you will give your name and other identifying information (age, gender) to the test counselor, doctor, or other health care provider, and the test result will be put in your medical record. The names of people who test positive for HIV are given to the New York State Department of Health to help the department better respond to the HIV/AIDS epidemic in New York State. Information about your HIV status is given only to the New York State Department of Health and is kept confidential. The confidentiality of all HIV-related information is protected by New York State Public Health Law.

If you have an anonymous HIV test, you do not have to give your name or any other identifying information. Instead, you are given a code number, which you use to get your test results when you return to the testing site. An anonymous test result is not recorded in your medical record and is not sent to your doctor or to other health care providers. If you test positive for HIV at a site that provides anonymous testing, you can choose to give your name and change the test result to confidential - which allows you to get HIV-related medical care and support services (like housing assistance) without waiting for a second HIV test to confirm the result.

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### Question # 65

Tell me why did you choose [your sector within health care] as a profession?

#### Answer:-

This is a specific one, and the question itself will be tailored toward you and the job at stake. The gist of it is: Employers want to know your motivations.

An anecdote is the strongest way to address this question, Lin says. Sharing a personal story connects your human side with your clinical skills.

How you should answer: "My father was terribly sick when I was a teenager, and most of my free time was spent in a caregiving role. I admit I surprised myself by how fulfilling I found it. Even though I missed a lot of social events, it instilled in me a drive to provide that level of care to others, which I've done throughout my career."

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### Question # 66

Tell me where do opportunistic infections and cancers occur?

#### Answer:-

Symptomatic HIV infection is mainly caused by the emergence of opportunistic infections and cancers that normally the immune system would prevent. These can occur in almost all the body systems, but common examples are featured in the table below.

As the table below indicates, symptomatic HIV infection is often characterised by multi-system disease. Treatment for the specific infection or cancer is often carried out, but the underlying cause is the action of HIV as it erodes the immune system. Unless HIV itself can be slowed down the symptoms of immune suppression will continue to worsen.

- \* - System
- \* - Examples of Infection / Cancer
- \* - Respiratory system
- \* - Pneumocystis Carinii Pneumonia (PCP)
- \* - Tuberculosis (TB)
- \* - Kaposi's Sarcoma (KS)
- \* - Gastro-intestinal system
- \* - Cryptosporidiosis
- \* - Candida
- \* - Cytomegalovirus (CMV)
- \* - Isosporiasis
- \* - Kaposi's Sarcoma
- \* - Central/peripheral Nervous system



- \* - HIV
- \* - Cytomegalovirus
- \* - Toxoplasmosis
- \* - Cryptococcosis
- \* - Non Hodgkin's lymphoma
- \* - Varicella Zoster
- \* - Herpes simplex
- \* - Skin
- \* - Herpes simplex
- \* - Kaposi's sarcoma
- \* - Varicella Zoster

[Read More Answers.](#)

### **Question # 67**

Do you know how long can people live with HIV or AIDS?

#### **Answer:-**

Medicines that fight HIV have helped many people with HIV and AIDS live years and even decades longer than was possible in the past, before effective treatment was available. HIV treatments are not a cure, and they do not work equally well for everyone, but they have extended the lives of many people with HIV and AIDS.

Without treatment, some people live for just a few years after getting HIV. Others live much longer. Researchers are studying a small number of people with HIV who have not become ill for more than ten years, even without any HIV treatment. However, these people are still infected with HIV and can pass the virus to others.

[Read More Answers.](#)

### **Question # 68**

Tell me what diseases are associated with HIV?

#### **Answer:-**

AIDS is a whole bunch of illnesses that come about when your body has been infected with HIV and the body becomes overwhelmed. There are many illnesses associated with AIDS, some of the more common ones are listed below:

- \* - Many forms of rare cancers
- \* - Thrush (in the mouth, throat, stomach, vagina or anus)
- \* - Blindness
- \* - Wasting syndrome (rapid, ongoing weight loss)
- \* - Dementia (memory loss or failure, hallucinations)
- \* - Various lung problems (pneumonia, bronchitis, TB)

[Read More Answers.](#)

### **Question # 69**

Tell me where do you see yourself in five to ten years?

#### **Answer:-**

This question is subjective. If you are a locum tenens physician, your answer is going to be different from other physicians' answers. We recommend that you answer honestly. If you plan on entering retirement in the next five to 10 years, tell the interviewer. It is the most fair to both parties. In some cases, it is even okay to say that you don't know.

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### **Question # 70**

Tell me what kind of salary are you looking for?

#### **Answer:-**

We try to coach to steer away from talking about salary in an interview. If you say a number that is too high for the hospital, you might be taking yourself out of the race. If you give them a number that is low, you are either leaving money on the table or you are giving the interviewer the impression that you are worth less than the next candidate. Possible answer: "I am looking for at least a competitive salary; I definitely want to receive compensation equal to the effort put forth."

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### **Question # 71**

Tell me can I get HIV from a human bite?

#### **Answer:-**

It is very unlikely that a person would get HIV from a human bite. HIV can only be passed in this manner through direct blood-to-blood contact and not by exchanging saliva. To pass the virus, the infected person would need to have blood in his or her mouth and break the skin of the other person. The break in the skin of the uninfected person could allow infected blood to enter his or her bloodstream. If a person who does not have HIV bites and breaks the skin of a person with HIV, transmission of the virus could only occur if the uninfected person has open sores or cuts in the mouth that allow for blood-to-blood contact.

[Read More Answers.](#)

### **Question # 72**

Explain me how is HIV spread during anal sex?

#### **Answer:-**

Unprotected anal sex with a person who has HIV or whose HIV status you do not know is the highest-risk sexual activity for both men and women. The walls of the anus and rectum are thin and have many blood vessels that can be injured during anal sex. HIV-infected semen can be easily absorbed through these thin walls and into the bloodstream. Injured tissue in the anus and rectum can expose the penis to blood containing HIV.

Using latex condoms for anal sex lowers HIV risk, but condoms fail more often during anal sex than during vaginal or oral sex. So, protected anal sex is still riskier



than protected vaginal or oral sex

[Read More Answers.](#)

### **Question # 73**

Tell me can a woman who has HIV pass the virus to her baby?

**Answer:-**

Yes. A woman who has HIV can pass the virus to her baby during:

- pregnancy;
- delivery; or
- breastfeeding.

There are medicines that women with HIV should take during pregnancy, labor, and delivery and that can be given to their babies just after birth, to greatly reduce the chance that their babies will become infected with HIV. It is best for women to know their HIV status before they become pregnant or very early in their pregnancy so that they can make informed decisions and take full advantage of these medicines. Since HIV is also found in breast milk, women with HIV should not breastfeed their babies.

[Read More Answers.](#)

### **Question # 74**

Tell me is there a 100% effective way to prevent sexual transmission of HIV?

**Answer:-**

The only 100% effective way to prevent sexual transmission of HIV is through abstinence - avoiding all vaginal, anal, and oral sex. Using a latex male condom or a female condom can greatly reduce, but not entirely eliminate, the risk of HIV transmission. However, abstinence is the only method to completely eliminate the possibility of sexual transmission of HIV.

[Read More Answers.](#)

### **Question # 75**

Explain me can 2 infected people have unprotected sex?

**Answer:-**

No, because there is the probability of re-infection or cross-infection. In other words, there are sub-strains of the virus and you can pass these to each other and worsen each other's health. An HIV+ person, can become re-infected with a different drug-resistant strain (type) of HIV, if he / she does not practice protected sex

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### **Question # 76**

Please explain why did you go into medicine?

**Answer:-**

Resoundingly, our clients expressed their distaste with physicians saying that they went into medicine for the pay. No employer wants to hire a money-hungry physician. Be honest about why you went into medicine. One possible answer: "I want to help people and provide the best medical care that I can."

[Read More Answers.](#)

### **Question # 77**

Tell me can I get HIV from a mosquito bite?

**Answer:-**

No. Studies have shown that mosquitoes and other insects do not pass HIV to humans.

When an insect bites a person, it does not inject its own blood or a previous victim's blood into the new victim. It injects only saliva. Unlike the germs that cause malaria and other diseases spread by insect bites, HIV does not reproduce (and therefore cannot survive) in insects. So, even if the virus enters a mosquito or another sucking or biting insect, the insect does not become infected and cannot pass HIV to the next human that it feeds on or bites.

[Read More Answers.](#)

### **Question # 78**

Tell me does sexual contact with many partners increase my risk of getting HIV?

**Answer:-**

Yes. Having unprotected sex with many partners increases your risk of getting HIV because it increases your chances of coming into contact with someone who has HIV. It also increases your risk of getting other sexually transmitted diseases (like herpes, gonorrhea, chlamydia, venereal warts, or syphilis). Having an STD, in turn, can make you more likely to get HIV

[Read More Answers.](#)

### **Question # 79**

Tell me is there a cure for HIV or AIDS?

**Answer:-**

No. There is no cure for HIV or AIDS. However, there are medicines that fight HIV and help people with HIV and AIDS live longer, healthier lives.

[Read More Answers.](#)

### **Question # 80**



Tell me what is the correct way to use a condom?

**Answer:-**

- Store condoms in a cool place, out of direct sunlight. Check the expiration date on the condom wrapper or box. Condoms that are past their expiration date may break.
- Open the package carefully. Teeth or fingernails can rip the condom.

[Read More Answers.](#)

**Question # 81**

Explain me your experience and skills?

**Answer:-**

Most employers are going to be impressed by institutions with names that they recognize. However, if you did not get your training from a highly recognized school or facility, highlight the accolades that it has as well as why you chose to pursue that institution.

[Read More Answers.](#)

**Question # 82**

Tell me how do you react under pressure?

**Answer:-**

This is a very important question to answer. Most physician specialties require brilliance in the heat of the moment. Highlight your ability to rise to the occasion when it is necessary.

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**Question # 83**

Tell me does everyone who is exposed to HIV get infected?

**Answer:-**

No. But it is important to know that you can be infected by a single exposure to HIV-infected blood, semen, or vaginal fluids. Whether a person becomes infected after being exposed to HIV depends on how the virus enters the body and the amount of virus that enters the body.

[Read More Answers.](#)

**Question # 84**

Tell me is it easy to get HIV?

**Answer:-**

No. HIV is not like the flu or a cold. It is not passed through casual contact or by being near a person who is infected.

You can only get HIV if infected blood, semen, vaginal fluids, or breast milk gets into your body

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