

UNIT 2

# Job Interviews in the Tech Sector

Mastering Interview Skills for Telecommunication Engineering Careers



Duration  
2 × 90 min Lessons

# Lesson Structure

01

## Lesson 1

90 minutes

### Understanding Job Interviews

- ✓ **Theory:** Types & Structure
- ✓ **Preparation:** Before, During, After
- ✓ **Language:** Essential Vocabulary
- ✓ **AI Tools:** Pronunciation Practice

📋 Activities: WS3 Exercises 1–5

02

## Lesson 2

90 minutes

### Simulated Interview Practice

- ✓ **STAR Method:** Structured Responses
- ✓ **Telecom Questions:** Industry-Specific
- ✓ **Difficult Questions:** 20 Tricky Scenarios
- ✓ **AI Recruitment:** 2025 Landscape

📋 Activities: WS4 Exercises 1–4



### Scrum Framework Integration

SPRINT PLANNING

Define Objectives

DAILY SCRUM

Weekly Stand-up

SPRINT REVIEW

Demo & Feedback

RETROSPECTIVE

Improvement Plan

LESSON 1 OF 2

# Understanding Job Interviews

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Theory, Types, Structure & Preparation for Telecommunication Engineers



## Theory Foundation

Interview types & stages



## Preparation Strategy

Before, during & after



## AI-Enhanced Practice

Free tools for pronunciation

# What Is a Job Interview?

A two-way professional interaction between interviewer and candidate



## Skills & Qualifications

Education, technical background, certifications and relevant experience for the role.

**Telecom Example:** 5G network design, RF planning, signal processing expertise



## Career Objectives

Goals, motivation, attitude, and alignment of values with the organisation.

**Key Question:** "Where do you see yourself in five years?"



## About the Company

Knowledge of the company, its products, culture, and the requirements of the post.

**Research:** Mission, recent news, products, competitors



## Two-Way Assessment

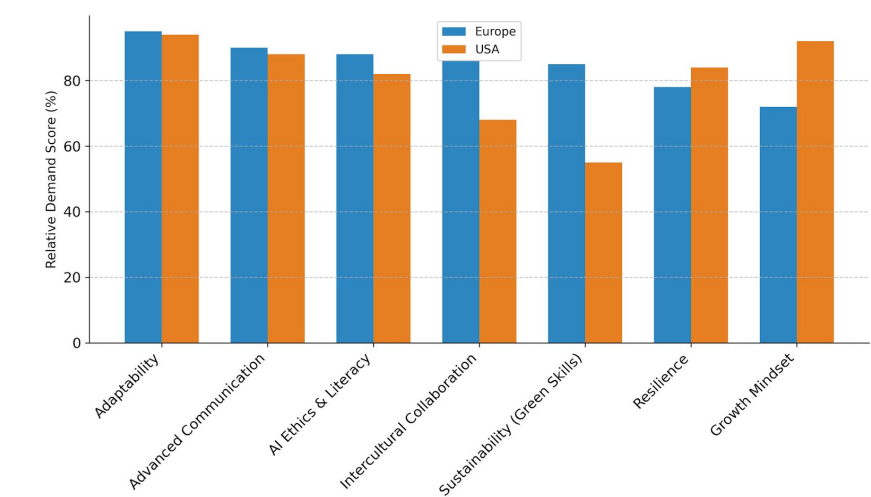
Both parties evaluate fit: the company assesses the candidate, and the candidate evaluates the opportunity.

**Remember:** You are also interviewing them!



**Key Insight:** A job interview is not an interrogation—it's a professional conversation where both parties determine if there's a mutual fit. For telecom engineers, this means demonstrating both technical competence and cultural alignment.

Figure 1  
Relative Demand for Soft Skills in the Telecommunications Industry (2025–2026): Europe vs. USA



- Key Takeaways:
- Europe leads significantly in the demand for Sustainability and Intercultural Collaboration skills.
  - USA maintains a stronger focus on Growth Mindset and Resilience, reflecting its high-competition, high-investment business environment.
  - AI Ethics & Literacy is an emerging "new" skill in both regions, though Europe's focus on regulation (AI Act) makes it slightly more critical for European telecom professionals.

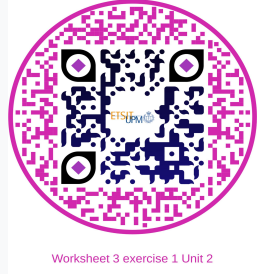
Figure 2  
Relative Priority of Specialized Soft Skills by Major Tech and Telecom Players (2025–2026)



The cultural "DNA" of these five organizations dictates which soft skills are prioritized during the hiring and promotion process. While a general telecom engineer might need broad adaptability, a candidate at Starlink needs a very different type of resilience compared to one at Indra or Telefónica.

# Types of Job Interviews

By Purpose and Format — Understanding the landscape



## By Purpose

### SCREENING 15–30 min

Quickly eliminates unqualified candidates. Focuses on educational and experiential background. Structured Q&A format.

### SELECTION 45–60 min

Less formal, open-ended questions with follow-up probes. Assesses personality, cultural fit, and deeper competencies.

## Tech Industry Context

Telecom companies like **Ericsson**, **Indra**, and **Google** use screening interviews for initial filtering, followed by multiple selection interviews for technical and cultural fit assessment.

## By Format

1:1

### One-on-One

Standard format: one interviewer, one candidate. Most common at all career stages.



### Board / Panel

Several interviewers assess one candidate. Used for senior, academic or high-responsibility positions.



### Group Interview

Multiple candidates, one or more interviewers. Assesses leadership, communication and teamwork skills.

Activity 1 (WS3): Watch the video and fill in the table with features of different interview types: <https://www.youtube.com/watch?v=wD9Bb9Rt-Cg>

# Types of Job Interviews: By Style

Understanding different interview approaches and what to expect



## Q&A / Directed

Highly structured. The interviewer comes prepared with a fixed list of questions seeking specific factual information.

**Best for:** Screening interviews, initial assessments

- ✓ Clear expectations
- ✓ Efficient and consistent

## Open-ended / Non-directive

Informal and flexible. The interviewer adapts questions to the candidate's answers to assess skills, experience and personality.

**Best for:** Selection interviews, cultural fit assessment

- ✓ Reveals personality
- ✓ Conversational flow

## Stress Interview

Deliberately challenging. May include long silences, challenges to opinions, or rapid-fire questions. Tests composure under pressure.

**Used in:** Finance, consultancy, high-responsibility technical roles


- ⚠ Tests decision-making under pressure

## Case Study / Technical

Solve a live technical problem or analyze a scenario. Tests analytical thinking AND communication skills simultaneously.

**Common in:** Google, Ericsson, Indra, telecom engineering roles

**Example:** "How would you troubleshoot a 5G network connectivity issue in a dense urban area?"

 **Telecom Engineering Focus:** Technical interviews are increasingly common in the telecom sector. Be prepared to demonstrate both your technical knowledge (5G protocols, network architecture) and your ability to communicate complex concepts clearly.

## LESSON 1: INTERVIEW STRUCTURE

# The Four Stages of a Job Interview


Navigate each phase with confidence and preparation

1

5-10 min

### Introduction

Small talk and casual questions to establish rapport. The interviewer explains the meeting format.

 **Tip:** Arrive 5-10 min early. Smile, firm handshake, eye contact.


"Did you have any trouble finding us?"

2

10-15 min

### General Information

Company and role overview. The interviewer reviews your background, interests and goals.

 **Tip:** Prepare a 60-second professional self-introduction (elevator pitch).


"Tell me about yourself"

3

30-40 min

### Narrowing Focus

Specific questions about technical skills, past experience, problem-solving scenarios.

 **Tip:** Use the STAR method (see Lesson 2).


"Give me an example of when..."

4

5-10 min

### Closing

Summarize interest, highlight qualifications. Interviewer explains next steps. You ask questions.

 **Tip:** Always ask at least one informed question.

"Do you have any questions for us?"

## Activity 4 (WS3): How to Prepare for a Job Interview

### Q1 Preparation Tips

- Research the company thoroughly
- Review job description requirements
- Prepare STAR examples


### Q2 During Interview

- Listen actively, don't interrupt
- Use clear, concise answers
- Maintain positive body language

### Q3 When Interviewing

- Create comfortable environment
- Ask consistent questions
- Take notes for comparison

 Video: <https://drive.upm.es/index.php/s/epu9UsSxKROfYPR> (00:00-03:30)

 **Total Interview Duration:** Typically 45-60 minutes for entry-level positions, 60-90 minutes for experienced roles in telecom engineering.



# How to Prepare: Before, During & After

A comprehensive approach to interview success



## Before

- ✓ **Research company:** Mission, products, size, recent news
- ✓ **Study job description:** Match skills to requirements
- ✓ **Prepare answers:** Common questions, STAR examples
- ✓ **Prepare questions:** At least 3 informed questions
- ✓ **Plan logistics:** Route, arrive 5–10 min early
- ✓ **Choose attire:** Professional, industry-appropriate

💡 **Telecom Tip:** Research 5G deployments, company patents



## During

- ✓ **Listen carefully:** Before answering, don't interrupt
- ✓ **Clear answers:** Concise, specific, with examples
- ✓ **Professional English:** Avoid fillers ("um", "like")
- ✓ **Body language:** Upright posture, eye contact
- ✓ **Show enthusiasm:** Genuine interest in role
- ✓ **Ask questions:** Use your prepared questions

💡 **Remember:** It's a conversation, not an interrogation



## After

- ✓ **Thank-you email:** Send within 24 hours
- ✓ **Reflect:** What went well? What to improve?
- ✓ **Follow up:** Polite inquiry if no response in 1 week
- ✓ **Document:** Note questions asked, your answers
- ✓ **Continue learning:** Each interview is practice

💡 **Sample:** "Thank you for the opportunity..."



## Scrum Integration: Definition of Done (DoD)

For IGL2, the **Definition of Done** includes:

### Academic Criteria

Correctness, clarity, IEEE references

### Process Criteria

Peer review, ICT/AI tools documented

### Delivery Criteria

On-time submission, Sprint Backlog updated

# Language Focus: Essential Vocabulary & Phrases

Building your professional interview lexicon

## Key Vocabulary

<b>Salary</b> Money paid for work	<b>CV / Résumé</b> Education & job record
<b>Graduate</b> University degree holder	<b>Position / Post</b> A job role
<b>Applicant</b> Person applying for job	<b>Skills</b> Abilities to do something

## ★ Personal Qualities

Ambitious	Enthusiastic	Reliable
Flexible	Decisive	Determined
Hard-working	Creative	Innovative

💡 Activity 3 (WS3): Match candidate comments to personal qualities

## 🔄 Verb + Noun Collocations

<b>apply for</b> a post / a job	<b>ask</b> questions	<b>look at</b> the job description
<b>structure</b> the interview	<b>use</b> your initiative	<b>be responsible for</b> tasks

🔧 Activity 2a (WS3): Complete sentences with verb + noun pairs. Example: "Thanks for coming and for applying for the post of Finance Assistant."



# AI Tools for Pronunciation Practice

Free tools with no registration required — Activity 5 (WS3)



## Activity 5: Describing Strengths and Weaknesses

**Objective:** Develop self-awareness and confidence in describing personal qualities, while improving pronunciation and fluency using AI tools.



### LanguageTool

Grammar & Style Check

**Tool:** [languagetool.org](https://www.language-tool.org)

**Function:** Check grammar and style improvements for your profile text.


✓ Free, no registration required



### Elevenlabs Text to Speech

Pronunciation Practice

**Tool:** [elevenlabs.io/app](https://elevenlabs.io/app)

 Skip payment request

3

<https://youtu.be/I8M6-6gRfRE?si=jI1jKobTu0cs9JMH>

<https://youtube.com/shorts/Kbzoy1P-byk?si=SWgZpGXpZeZOM7Ri>

LESSON 2 OF 2

# Simulated Interview Practice

STAR Method, Difficult Questions & AI in Recruitment



## STAR Method

Structured responses



## Telecom Questions

Industry-specific



## AI Recruitment

2025 landscape

# The STAR Method

A structured technique for answering behavioural and competency-based questions

“Give me an example of a time when you had to use your initiative...”

Use STAR to structure every answer to behavioural questions.

## S Situation

Set the context. Briefly describe the situation you were in.

**Length:** 1–2 sentences maximum

**Example:** "In my third-year project at ETSIT, our team was tasked with designing a 5G network module..."

## T Task

Explain your specific role or responsibility within that situation.

**Focus:** What YOU were accountable for

**Example:** "I was responsible for the RF planning module and coordinating simulation tests..."

## A Action

Describe the specific steps YOU took. Use 'I', not 'we'.

**Importance:** Most critical part — be concrete

**Example:** "I reorganised the task breakdown, proposed a parallel workflow, and held daily stand-up meetings..."

## R Result

Quantify the outcome wherever possible. Show impact.

**Bonus:** Reflect on what you learned

**Example:** "We delivered on time, receiving a grade of 9.5/10. The examiner praised our communication..."

### Activity 4.2 (WS4): STAR Method Video

Watch the video to understand what the STAR method is and its advantages compared to other methods:

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

#### Take notes on:

- What is STAR?
- Why use it?
- Advantages vs. other methods


# Telecom Engineer Interview Questions

Common questions for telecommunications engineering roles — Activity 2 (WS4)



## Technical Knowledge


- What is your experience with network troubleshooting?
- Explain the difference between 4G and 5G network architecture
- Describe your experience with RF planning and optimization
- What protocols are you familiar with? (TCP/IP, HTTP, etc.)

 **Tip:** Use specific examples from projects or coursework



## Problem-Solving

- How would you describe 5G to someone with no engineering background?
- Describe a complex network issue you resolved
- How would you handle giving bad news to a client?
- What if a major system failure caused network downtime?

 **Tip:** Use STAR method for scenario-based questions



## Behavioral & Teamwork

- Describe a time you had to persuade someone to see things your way
- How do you handle miscommunication in a team?
- Describe working with a multicultural team
- Can you provide an example of storytelling in a technical setting?



## Industry-Specific

- What do you know about the European Digital Agenda?
- How do you stay updated with emerging telecom technologies?
- What are the main challenges facing 5G deployment?
- How do ethics and sustainability factor into telecom engineering?



## Activity 2 (WS4): Watch and Discuss

Watch these one-minute videos and prepare your answers:

Video 1:

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

Video 2:

<https://www.youtube.com/watch?v=Oxl2t1kMxQA>

# Answering Difficult Questions

20 tricky questions — Activity 3 (WS4): Select 5 and prepare solid answers

1 We have many applicants. Why should we **appoint** you?

2 When did you last lose your **temper**? Describe what happened.

3 Which is more important: status or money?

4 Are you an ambitious person?

5 What would you like to be doing ten years from now?

6 What is your worst fault and best quality?

7 What are your **long-term goals**?

8 What do you find **rewarding** about your present job?

9 What do you do in your **spare time**?

10 How would you **rate** your current job?

11 How would you describe 5G to someone with no engineering **background**?

12 How would you handle giving bad news to a customer or superior?

13 What if a **major system failure** caused **network downtime**? How would you communicate that?

14 Can you describe a time you had to persuade someone to see things your way?

15 How do you handle miscommunication or misunderstandings in a team?

16 Describe a time you worked with a multicultural team. How did you **ensure** clear communication?

17 What would you do if **mid-way** through a project, key **stakeholders** didn't understand the technical details?

18 Can you provide an example of how you used **storytelling** to engage an audience in a technical setting?

19 How do you prioritize multiple competing deadlines?

20 Tell me about a time you failed and what you learned from it.

## ★ Strategy: Strengths

Connect to job requirements. Use STAR with quantified results.

## ⚠ Strategy: Weaknesses

Be honest but strategic. Show self-awareness and improvement efforts.

## 🌱 Strategy: Scenarios

Use STAR. Focus on YOUR actions and positive outcomes.

# AI in Recruitment: 2025 Landscape

Understanding AI-powered hiring — Syllabus 2.3: AI in Recruitment

## AI Interview Automation Tools

HireVue

Video interviewing with AI analysis of tone, word choice, and facial expressions

Pymetrics

Neuroscience-based games to measure cognitive traits and match candidates to roles

Interviewing.io

Anonymous technical interviews to reduce bias in tech hiring

NTRVSTA

Real-time AI phone screening with multilingual support and ATS integration

## How AI Screening Works

- **Resume Parsing:** AI extracts skills, experience, education
- **Skill Assessments:** Automated technical tests and coding challenges
- **Video Analysis:** Tone, sentiment, communication patterns
- **Candidate Ranking:** AI scores and ranks based on fit

## Key Statistics (2025)



## Benefits of AI Recruitment

- + **Efficiency:** Screen thousands of candidates instantly
- + **Reduced Bias:** Blind screening, standardized evaluations
- + **24/7 Availability:** Candidates can interview anytime
- + **Data-Driven:** Objective scoring and ranking
- + **Cost Reduction:** Less time spent on initial screening

## Challenges & Concerns

- **Privacy:** Data collection and storage concerns
- **Algorithmic Bias:** AI can perpetuate existing biases
- **Lack of Human Connection:** Impersonal candidate experience
- **Regulatory Compliance:** GDPR, EEOC requirements
- **Technical Issues:** System failures, connectivity problems



# Useful Phrases: Interviewer & Interviewee

Professional language for job interviews — Annex 1 (WS4)

## For the Interviewer

### Opening & Explaining

- "Thank you for coming / for applying for this position."
- "It's good to meet you. Did you have any trouble finding us?"
- "We have about [X] minutes, so I'll try to keep things on track."
- "We're interviewing more people, so I'll be able to tell you something by the end of the week."

### Describing the Job

- "It's a challenging / demanding / rewarding role."
- "It's a varied job / position / post."
- "You would be in charge of / responsible for ..."
- "We need someone to deal with / manage / organize ..."

### Asking Questions

- "Can you tell us about / describe your last job?"
- "What exactly were your responsibilities in your previous position?"
- "Can you give me an example of a time when you had to use your initiative?"
- "Where do you see yourself in five years' time?"

## For the Interviewee

### Personal Qualities

- "I get on well with people / I enjoy working in a team."
- "I like a challenge / I thrive under pressure."
- "I've been told that I'm quite good at [+ -ing]."
- "I'm a fast learner / a team player / a hard worker."
- "I would say my main strength is ... because ..."
- "One area I am working on improving is ..."

### Past Experience

- "I have quite a lot of experience in [+ -ing / noun]."
- "For example, in my last job I was responsible for ..."
- "In my current project at university I have had to ..."

### Questions to Ask

**Always prepare at least 2-3 informed questions!**

- "What would a typical day look like for someone in this position?"
- "What training or development opportunities are available?"
- "What are the next steps in the selection process?"
- "When are you looking for someone to start?"



**Scrum Activity:** In your teams, practice role-play interviews using these phrases. Rotate roles: interviewer, interviewee, and observer (providing feedback). Document key learnings in your Sprint Backlog.

# Sprint Activities for Unit 2

Applying Scrum methodology to job interview preparation — PIE IE26.0912

## Sprint Planning

Define learning objectives for job interview skills and select activities from the Product Backlog.

**Time-box:** 20 min  
**Output:** Sprint Goal, Sprint Backlog

## Daily Scrum

Weekly stand-up at the start of each lesson to inspect progress and adapt the plan.

**Time-box:** 10 min  
**Questions:** What did I learn? What will I practice? Any impediments?

## Sprint Review

Demo interview skills to the class with peer feedback using rubrics. Inspect the Increment.

**Time-box:** 30 min  
**Output:** Peer reviews, feedback

## Retrospective

Team inspection and improvement plan. What went well? What could be improved?

**Time-box:** 15 min  
**Technique:** Start/Stop/Continue

## Definition of Done (DoD)

### Academic Criteria

- Correctness & clarity
- IEEE references
- Complete WS3 & WS4

### Process Criteria

- Peer review completed
- AI tools documented
- Pronunciation practice

## ICT & AI Tools (Free, No Registration)

### Backlog Management

Trello, GitHub Projects

### Documentation

Google Docs, Notion

### Grammar Check

LanguageTool

### Pronunciation


YouGlish, Google Docs

### AI Assistant

ChatGPT (free tier)

### Communication

Slack, Discord

 **PIE IE26.0912 Hypothesis:** The integration of Scrum + ICT + AI in the classroom significantly improves student motivation, problem-solving capacity, and critical thinking development. Document your AI tool usage in the Sprint Backlog for each Sprint.

# Key Takeaways & Next Steps

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## ★ Key Learnings

- 🎯 Master the **STAR method** for structured interview responses
- 🎯 Practice with **free AI tools**: LanguageTool, YouGlish, Google Docs
- 🎯 Understand the **AI recruitment landscape** for 2025 tech jobs
- 🎯 Prepare for **telecom-specific questions** using industry knowledge

## ☰ Action Items

- ➔ Complete **WS3 and WS4** activities before next Sprint Review
- ➔ Prepare your **60-second elevator pitch** with AI pronunciation practice
- ➔ Document **AI tool usage** in your Sprint Backlog
- ➔ Prepare for **simulated interview** in next lesson using Scrum framework

"The integration of Scrum, ICT, and AI in IGL2 demonstrates that structured active learning, combined with technology, enhances motivation, problem-solving, and critical thinking."

— PIE IE26.0912 Innovation Project