

Makeup Artist interview checklist

Most hiring starts with a portfolio and kit discussion, then a practical trial on a model within a set time, followed by a talk with the owner or senior artist on pay, commission and bookings.

10 QUESTIONS TO PRACTISE OUT LOUD

1. Walk me through the looks in your portfolio and tell me why you chose them.

What it checks: Range, honesty and taste: whether the photos are your own work, show different skin tones and styles, and match the kind of clients the salon serves.

2. Tell me about a client who was unhappy with the look halfway through.

What it checks: Listening and calm under pressure: whether you can adjust without taking it personally and still finish on time.

3. What fixed salary and commission do you expect as a senior artist in our salon?

What it checks: Whether you understand how salons usually structure pay for makeup artists, and can negotiate for a fair mix of fixed pay and incentives.

4. You have 45 minutes to do a trial look on our model. How do you start?

What it checks: Whether you consult before touching the face, manage time well and keep your station clean during a practical test.

5. Describe a time you were running late on a wedding day.

What it checks: Accountability and problem-solving: whether you communicate early and protect the bride's schedule when things go wrong.

6. Can you handle 4 am calls, long wedding days and travel for destination weddings?

What it checks: Whether you understand the physical and scheduling demands of bridal work and will be reliable in the peak season.

7. How do you match foundation for a client with warm, dusky skin under mixed lighting?

What it checks: Technical colour knowledge: undertones, testing method and avoiding the grey or ashy cast that is a common complaint with deeper Indian skin tones.

8. Tell me about a shoot where the photographer or director wanted changes to your makeup.

What it checks: Teamwork on set: whether you accept creative direction, adjust quickly and still protect the quality of your work.

9. Why do you want to work at our salon rather than build your own clientele?

What it checks: Whether you have realistic goals, genuinely want to learn from their team and are likely to stay rather than leave with their clients.

10. How do you keep your kit hygienic between clients?

What it checks: Safety habits: whether you prevent eye and skin infections, which is a basic standard every salon and client expects.

TIPS FOR THIS INTERVIEW

- Carry a clean, organised kit to the interview, with spatulas, disposables and sanitiser visible, because hygiene is judged from the moment you open it.

- Build a portfolio with close-ups in natural light, before and after shots, and a range of skin tones, not only heavily edited final photos.
- Practise a full look against a timer, usually 45–60 minutes, since trial rounds test your speed as much as your finish.
- Know your products well enough to explain why you chose each one for a skin type, climate or camera, not just the brand name.

THE DAY BEFORE

- ☐ Confirm the time, venue or video link and the interviewer's name
- ☐ Plan your route and leave time for traffic, or test your camera, microphone and internet
- ☐ Keep copies of your resume, ID proof, certificates and photographs in a folder
- ☐ Iron your clothes and charge your phone and laptop
- ☐ Do one final run-through of your introduction, then stop and rest

ON THE DAY

- ☐ Arrive 15 minutes early, or log in 5–10 minutes early for a video call
- ☐ Greet everyone politely, including the receptionist or coordinator
- ☐ Listen to the full question, pause, then answer in a clear structure
- ☐ Take brief notes of names and key points
- ☐ Ask your prepared questions and confirm the next steps before you leave