

Medical Representative interview checklist

Pharma field hiring usually has an HR or recruiter screen, an interview with the area business manager that often includes a mock detailing, a round with the regional manager, and sometimes a written test on pharmacology basics.

10 QUESTIONS TO PRACTISE OUT LOUD

1. Detail one product to me as you would to a busy physician in a two-minute call.

What it checks: Your detailing structure, product knowledge and whether you stay within approved claims while making the message relevant to that doctor's patients.

2. Tell me about a time you converted a doctor who was not prescribing your brand.

What it checks: Persistence, listening and ethical persuasion with a difficult doctor, shown through specific steps and a measurable change in prescribing.

3. The territory for this MR post is in a different town and involves daily two-wheeler travel. Is that acceptable to you?

What it checks: Readiness for the field realities of the role, such as travel, outstation days and the need for your own vehicle and licence.

4. What do the rules on ethical pharmaceutical promotion in India, such as UCPMP, mean for your daily work as an MR?

What it checks: Awareness of compliance rules on gifts, samples, claims and hospitality, which companies treat as non-negotiable for field staff.

5. Describe a month when you were falling short of your sales target. What did you do?

What it checks: Ownership of targets and practical, ethical actions to recover, rather than pushing stock to stockists that will not move.

6. What salary and incentive structure do you expect as a medical representative?

What it checks: Whether you understand pharma field compensation, which typically combines fixed pay, daily and travel allowances, and target-linked incentives.

7. A doctor tells you a patient developed a rash after taking your product. What do you do?

What it checks: Knowledge of pharmacovigilance responsibilities: every reported adverse event must be passed to the company promptly, even if it seems minor.

8. Tell me about a time a doctor or chemist asked you for something that went against company policy.

What it checks: Integrity under commercial pressure and the ability to say no politely while keeping the relationship.

9. Why do you want to join our company's field force rather than a bigger multinational pharma company?

What it checks: Research on the company's portfolio, therapy areas and culture, and genuine reasons for choosing it.

10. How do you plan your monthly doctor calls across a territory with many doctors and chemists?

What it checks: Territory planning skills, such as segmenting doctors by potential, setting call frequency and building an efficient tour programme.

TIPS FOR THIS INTERVIEW

- Practise a two-minute detailing of one product out loud, using a clear structure: patient need, key message, approved evidence, safety points and a specific request.
- Revise basic pharmacology for common therapy areas such as diabetes, hypertension, infections and pain, including mechanism of action and common side effects.
- Learn the key rules on ethical promotion, adverse event reporting and sample handling, because interviewers increasingly test compliance awareness.
- Know your numbers if you are experienced: territory size, call average, target achievement and how you grew a specific brand.

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