

Cosmetic Nurse interview questions

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What to expect

The interview process for a Cosmetic Nurse typically focuses on your clinical skills, safety awareness, and client communication. Employers want to know you can deliver results while managing risk and building trust.

- **Technical/clinical:** Questions about your hands-on experience with injectables, lasers, and other devices.
- **Safety and risk management:** How you handle complications, infection control, and consent.
- **Client communication:** Your approach to consultations, managing expectations, and aftercare.
- **Behavioural:** Past experiences that demonstrate your judgement and teamwork.
- **Scenario:** Hypothetical situations to assess your problem-solving and ethical reasoning.

The process often begins with a phone screening with a practice manager, followed by an in-person interview with the lead nurse or medical director. You may also be asked to complete a practical assessment or discuss a case study. Some clinics include a trial shift.

1. Can you walk me through your process for assessing a new client's suitability for injectable treatments?

Why they ask

This tests your clinical assessment skills, knowledge of contraindications, and commitment to safety.

How to structure your answer

Provide a step-by-step walkthrough. Start with the initial consultation, then cover medical history, contraindications, treatment goals, consent, and documentation.

Example answer

"First, I conduct a thorough consultation where I ask about the client's medical history, medications, allergies, and previous cosmetic treatments. I also discuss their goals and expectations to ensure they are realistic. I check for contraindications such as pregnancy, autoimmune conditions, or active infections. If suitable, I explain the procedure, risks, and aftercare, and obtain written consent. I then document everything in the clinical record. This process ensures safety and informed decision-making."

2. Tell me about a time you managed a complication after a cosmetic procedure.

Why they ask

This assesses your ability to stay calm, follow protocols, and prioritise client safety.

How to structure your answer

Use STAR: describe the situation, the task, the action you took, and the result.

Example answer

"A client developed significant bruising and swelling after dermal filler. I immediately reassured her, applied cold compresses, and documented the reaction. I contacted the supervising doctor and arranged a follow-up appointment. I also provided clear aftercare instructions and checked in the next day. The client recovered well, and she appreciated the prompt care, which strengthened our relationship."

3. How do you handle a client who insists on a treatment they are not suitable for?

Why they ask

This tests your ethical judgement, communication skills, and ability to manage difficult conversations.

How to structure your answer

Show your judgement process: acknowledge the client's request, explain your clinical reasoning, offer alternatives, and document the conversation.

Example answer

"I would start by acknowledging their interest and thanking them for being upfront. I would then explain, in plain language, why the treatment isn't suitable, referencing their medical history or skin condition. I would offer alternative options that might address their concerns safely. If they remain insistent, I would politely decline and document the discussion. My priority is their safety and wellbeing."

4. What laser safety protocols do you follow when operating IPL or laser devices?

Why they ask

This evaluates your technical knowledge and adherence to safety standards.

How to structure your answer

List the key safety checks: device settings, patient eye protection, skin typing, test spots, and emergency protocols.

Example answer

"Before any treatment, I verify the client's skin type and check for contraindications. I ensure they wear appropriate eye protection and that the device is calibrated correctly. I always perform a test spot to gauge reaction. During treatment, I use appropriate settings and monitor the skin. I also have a cooling method ready and know the emergency shutdown procedure. Afterward, I provide aftercare instructions and document the settings used."

5. Describe a situation where you had to explain aftercare instructions to a client who was anxious.

Why they ask

This assesses your communication skills and empathy.

How to structure your answer

Use a structured approach: assess the client's understanding, use plain language, provide written instructions, and confirm comprehension.

Example answer

"A client was very nervous about post-treatment care after laser therapy. I sat with her, used simple terms to explain each step, and gave her a printed guide with pictures. I asked her to repeat back the key points to ensure she understood. I also reassured her that she could call the clinic anytime. She left feeling more confident and followed the instructions perfectly."

6. How do you stay current with best practices in cosmetic nursing?

Why they ask

This shows your commitment to professional development and regulatory compliance.

How to structure your answer

Mention specific activities: attending conferences, reading journals, completing manufacturer training, and maintaining a CPD log.

Example answer

"I attend industry conferences and complete manufacturer training for the devices I use. I also subscribe to aesthetic nursing journals and participate in online forums. I maintain a CPD log to meet Ahpra requirements. This keeps me updated on new techniques and safety guidelines, which I then apply in my practice."