

Interview questions - General

- Why do you want this job/to work here?
- Who will you collaborate with?
- What are your next grant proposals?
- Where will you apply for funding?
- What is your next big paper?
- How will you forge a career that is independent and separate from graduate and post-graduate supervisors?
- What are the recent big developments in your field?
- Give an example of a difficult work relationship and how you dealt with it.
- Have you experience of managing people?
- How do you prioritise/manage your time?
- Where do you see yourself/your group in 5 years? What are your long-term goals?
- What kind of student projects could you offer?
- What would be your style of undergraduate/Masters/PhD supervision?
- How would you contribute more widely to the institution?
- What is the wider impact of your research?
- What will you find the biggest challenge about this job?
- Describe a time during your research when something didn't go according to plan.
- How do you balance mentoring a junior researcher towards independence while also making sure they succeed?
- How have the different skills you've learned/assembled make you ready to tackle your own, independent research agenda and what, if any, are you missing?
- How do you decide between learning a new skill and finding a new collaborator to complement your existing skillset?
- How do you decide when to delegate a task, especially one that requires decisions that will have consequences for the progression of your work down the road?

- Are you good at knowing when to ask for help? Give an example of when you think you navigated well a challenging situation where you decided you did/did not need help.
- How do you do under stress? What do you do to stay okay?

Interview questions – Actual questions we have been asked

- Describe a project that you are currently working on. What type of tools are you using to investigate this problem?
- Please provide an example of your code that you are particularly proud of. What made the problem challenging and how did you go about solving it?
- What types of research questions would you like to investigate during your postdoctoral research? Which aspects of the project do you find the most exciting and the most challenging?
- What are your long-term career goals, and how can I help you facilitate these goals?
- How might you contribute/collaborate to an interdisciplinary research station focused on understanding [X]? How would your research link up with this?
- If you taught an 3rd year seminar series, what topics would you focus on?
- In a small-group tutorial environment, one student is much more vocal and responsive than the other. How would you draw the latter student out?
- What topics do you feel we don't need to teach any more in a course on [X]?
- What facilities/resources do you need research-wise?
- Who do you want to be in the field of [X]?
- What do you look for in an ideal collaborator?
- How do you nurture your creative energies?
- Describe the most ambitious project idea that you've had in the past year.
- What is a new skill that you've picked up in the past year?
- Describe when your research took an unexpected direction.
- Describe your writing process.
- How do you view the role of a postdoc?
- What is your least favourite part of doing science?

- What can I (the PI) do to help you succeed?

Potential questions for interviewers - General

- If I were offered this position, what are a few things that I could start doing immediately to prepare?
- What is the make-up of your student body and what are the unique challenges of working with them?
- How has Covid-19 impacted teaching/research activities at the institution?
- Have these courses been taught before at your institute? Would I have access to prior syllabi?/What kind of teaching materials would be available for the required courses?

Potential questions for interviewers – Postdoctoral positions

- What are your research/teaching expectations for the postdoc?
- Are there funds available to defray conference travel?
- What is your approach towards mentorship?
- What opportunities for mentorship will be available?

Potential questions to ask students during the interview process

- What are your research interests/projects?
- How is the graduate program organised?
- What attracted you to the program? To your mentor's group?
- Do you enjoy being here (the institution & city/town)?
- What classes are not available that you'd like to have?
- What is the department work culture/do faculty come into the office?