

Q&A

1. About your research

Describe your current research. Will you be continuing in this research track?

What is the cutting edge in your field and how does your work extend it? What is innovative about your research?

What do you think are your most significant research accomplishments? What has been the impact of your research?

What do you consider to be your best paper/work and why? What did it change about the way people approach the field?

What papers do you have coming through in the next year?

Who has influenced you the most?

What is your current operating budget?

What has been your role so far in developing research ideas and carrying them forward?

How would you involve graduate/undergraduate students in your research?

How is your work distinct from your supervisor's/principal investigator's? How intellectually independent are you?

2. General research questions

What are your professional goals in the next five, and ten years?

What do you plan to in the next two or three years? And why?

How would you bridge the gap from your research to research users?

The university is keen to serve the wider community and economy. Does your planned research have any potential in these areas?

How do you feel about translating your research into innovation or spin-outs? Can you give an example of when you have been enterprising?

Why would someone come to work for you and not for your competitors?

What would you do on the first day of the job?

3. About your ability to gain funding

How does your work align with contemporary trends or funding priorities? What funding will you apply for and why will you be successful?

Who am I planning to work with?

Other universities you plan to work with?

If your funding applications are unsuccessful, what alternatives do you have in mind?
(looking for knowledge of the funding infrastructure)

Who are you currently funded by, and why do you think they were interested in funding your project?

How would you convince a funding body that they should fund your research rather than one of the other hundreds of proposals they receive?

Previously, you have only brought in small amounts of funding: how can you convince us you will be able to bring in larger amounts?

What experience do you have of attracting funding?

4. About your proposed research

In one sentence, what is the most important question you want to address?

How does the work you propose follow on from what you are already doing?

What will you focus on and what gives you a competitive edge in this area?

What is the overall importance of this project? How do you see this work impacting the field?

If I get an offer, what do I absolutely need?

How would you deal with the more limited resources or facilities compared to what you anticipate for the project?

If we gave you unlimited resources, what would you do with them?

What will you do if your hypothesis is proved wrong? Can you see any of your research proposal failing?

5. About your role as teacher

Do you have any experience in curriculum development?

What is your teaching experience / philosophy / style / interests?

Tell us how your research has influenced your teaching. In what ways have you been able to bring the insights of your research to your courses at the undergraduate level?

What is your plan for the new courses your proposed (in your Teaching Statement)?

How would you evaluate student learning?

6. About your role as supervisor

Have you supervised doctoral candidates, and how did you find this experience? How did you manage them?

How would you induce a new doctoral candidate into their research project?

How would you go about motivating a researcher who is going through a low point?

How would you deal with a weak researcher?

Do you anticipate building a research group? How many people would you like for it to be optimal?

How would you deal with any conflict/disagreement within the research group? Do you have an example of when you have had to deal with a disagreement?

7. About you and your capabilities

How do you balance your time? If several challenges came up at the same time (grant deadline, pastoral care for a student, teaching commitments) how would you prioritise?

Describe a research problem you have faced. What did you learn?

What has been the most productive period in your research career and why?

8. About my motivations

Why are you interested in this position?

What is your main achievement?

Could you describe a difficult professional situation and how you managed to handle it?

9. About Diversity, Equity, and Inclusion (DEI)

What is your definition of diversity, equity, and inclusion?

What are the diversity, equity, and inclusion issues that you are passionate about?

Provide concrete examples of your commitment to diversity, equity, and inclusion.

How has your background and experience prepared you to be effective in an environment that holds diversity as core to our mission and values?

Describe the climate for diversity at your present position. What impact have you had on that climate?

Have you ever realized you had said or done something that may have been offensive to a colleague? How did you respond to that realization, and what was the outcome?

Tell me about a time that you adapted your style in order to work effectively with those who were different from you.

Can you recall a time when you gave feedback to a colleague who was not accepting of others?

Can you recall a time when a person's cultural background affected your approach to a work situation?

Give examples of times when your values and beliefs impacted your relationships with your colleagues.

Tell me about a time when you had to adapt to a wide variety of people by accepting/understanding their perspectives.

What measures have you taken to make someone feel comfortable when some people seemed uncomfortable with his or her presence?

What have you done to further your knowledge/understanding about diversity? How have you demonstrated your learning?

What efforts have you made, or been involved with, to foster cultural competence?

Suppose that you encounter a pervasive belief that diversity and excellence are somehow in conflict. How do you conceptualize the relationship between diversity and excellence?

How do you bring diversity into your day-to-day teaching? Talk about your inclusive teaching strategies.

Has diversity played a role in shaping your teaching and advising styles? If so, how?

In what ways do you feel it is appropriate to incorporate topics related to diversity and (your discipline) into the engineering curriculum? How would you do this?

10. About your ‘fit’ with the department

Why do you think you are ready for this position?

Why do you think you are the right person for this position?

How will this job help you achieve your long term career plans?

How do you see yourself/your team in 5/10 years? What is my scientific direction?

We are keen to develop collaborations between departments. What opportunities for multi-disciplinary work does your research offer?

What committee work have you done and what challenges has it presented?

In what ways, other than research and teaching could you contribute to this department?

You’ve seen our mission statement. How would you see yourself contributing to our mission and campus atmosphere?

What is your perception of the responsibilities of a full-time faculty member in a University / College? ...To the department? ...To the division? ...To the University / College as a whole?

If we gave you the position what might go wrong? How will you manage the risks