**Hackers Helping Hackers Phone Interview Script**

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| Notes to the interviewer:  Prior to your scheduled interview, please:   * Ensure you have read the interviewee’s application. * Ensure you have noted any flags listed by the application assessors. * Ensure that you know which lines of questioning you are planning to take. * Have the application FAQs page to hand. * When using Google Meet you are under absolutely no obligation to turn on or use your camera. * If at any time an applicant makes you feel unsafe or makes any unsavory comments please terminate the call and mark the applicant an instant fail. |

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| **Applicant name** | **Applicant phone number** | **Interview date and time** | **Interviewer name** |
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At the allotted time join the Google Meet session, remember you do not need to use or camera, nor does your participant.

Remember: put the interviewee at ease. We are not trying to trip people up here.

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| Opening script  (Feel free to adapt to your style)  Hi, is that \_\_\_\_\_\_\_\_\_\_\_\_\_?  Great! This is \_\_\_\_\_\_\_\_\_\_\_\_ calling from Hackers Helping Hackers. Is now still a good time for us to chat?  OK. Thanks for applying to Hackers Helping Hackers. Our interview today should take around 30 minutes. I know you’ll probably have some questions for me, too, so I’ll try to leave some time at the end for those.  If you’re ready, let’s get started. |

**Question one: what do you hope to get out of being a HHH participant**

Please highlight your chosen follow-up questions ahead of time.

**Rubric: Genuine Interest In Information Security**

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| **Question** | **Interviewer’s notes** |
| I’ve read your HHH application, and I’m keen to know more about your motives for becoming an HHH participant.  Can you tell me more about [select one]:   * Why you want to be an HHH participant? * Why you’re interested in infosec? * The efforts you’ve made to learn more about infosec yourself? * The CTFs/Bug Bounties/etc you’ve participated in?   Please ask as many of your own follow up questions as you feel necessary. Make sure to note the questions you ask.  **What we’re hoping to find out:**   * **How genuine their interest in HHH is** * **How much they’ve tried to learn on their own** * **If they’ve not made much of an effort, why not? (i.e. for genuine reasons or from lack of genuine interest)** |  |

**Question two: tell us about what you are passionate about.**

Please note the interviewee's passion project, as stated on their application form.

Note that non-technical or non-infosec passion projects are just as valid.

**Rubric: Genuine Motivation To Further Education**

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| Passion project: |  |

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| **Question** | **Interviewer’s notes** |
| Can you tell me more about [passion project]?  Please ask as many of your own follow up questions as you feel necessary. Make sure to note the questions you ask.  **What we’re hoping to find out:**   * **How keen the candidate is to learn** * **How involved they are with extensive extracurricular activities** * **The extent to which they are driven to do more** * **That they have an insatiable appetite for further knowledge, of all kinds**   i.e. if the candidate’s passion is playing the saxophone, how long have they been doing it? Are they self-taught? If so, how? Who are their favourite jazz musicians? How have they tried to emulate these people? And why is jazz music not their chosen career? |  |

**Question three: what interests you about information security?**

**Rubric: Genuine Desire To Attain Career In Information Security**

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| **Question** | **Interviewer’s notes** |
| As you know, HHH aims to help you develop your career in infosec.  Can you tell me more about your interests in this field?   * What direction do you see your career taking? * Why are you interested in infosec? * What training have you undertaken?   Please ask as many of your own follow up questions as you feel necessary. Make sure to note the questions you ask.  **What we’re hoping to find out:**   * **How dedicated is the candidate to developing their career?** * **What opportunities have they undertaken off their own bat?** * **Do they have ideas about the field that match reality?** * **Have they investigated future pathways?** |  |

**Question four: conflict**

**Rubric: Humility, respect and empathy**

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| **Question** | **Interviewer’s notes** |
| Tell us about a time when you had a conflict with a peer? What happened, and how did you resolve it?  Please ask as many of your own follow up questions as you feel necessary. Make sure to note the questions you ask.  **What we’re hoping to find out:**   * **That the candidate is open-minded** * **That the candidate accepts their own mistakes** * **That the candidate understands and listens to the opinions of others** * **That the candidate does not automatically assume they are right** |  |

**Question five: willingness to help**

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| **Question** | **Interviewer’s notes** |
| Tell us about a time you identified someone struggling with a problem. What was the situation and how did you help?  Please ask as many of your own follow up questions as you feel necessary. Make sure to note the questions you ask.  **What we’re hoping to find out:**   * **How the candidate values the feelings of others** * **How emotionally mature the candidate is** * **How likely the candidate is to exhibit unkind behaviour** |  |

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| Closing script  (Feel free to adapt to your style)  Alright, that’s all the questions I had for you today.  Did you have anything you needed to ask me?  OK, thanks. So, from here, you should hear the outcome of your application within 2-3 weeks. If you have any more questions, shoot us a message at recruitment@hackershelpinghackers.com  Have a lovely day/afternoon/evening! |

Before closing and saving the document, please complete the following:

Scores against the rubric:

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| --- | --- | --- | --- | --- |
| Question 1 | Question 2 | Question 3 | Question 4 | Question 5 |
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| **What is your opinion of the candidate?** |  |
| **Do you think they should be a member of our cohort?** |  |

Thanks for your time!