# **Hiring in the Age of AI – Audience Scenario**

Let’s divide up into groups here and do an offline exercise!

You are the hiring group for a software development team at a mid-sized tech company. You’re hiring a new graduate for a full-time developer role. AI is increasingly integrated into your workflows, and your team also builds and maintains custom software for clients across industries.

**Part 1: What Skills Do You Need?**

**Instructions:** List the top 6–8 skills you’re looking for in a candidate. Include both AI-related and general skills.

|  |  |
| --- | --- |
| Skill | Why This Skill Matters |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

**Notes:**

**Part 2: Interview Questions**

**Instructions:** For each skill above, write 1–2 interview questions that would help you assess whether a candidate possesses it.

|  |  |
| --- | --- |
| Skill | Investigative Interview Questions |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

Notes:

**⚖️ Part 3: The Tie-Breaker**

**Scenario:** You’ve interviewed two candidates. Both are technically strong, have solid AI literacy, and good cultural fit. You can only hire one.

**Prompt:**  
*What would place one candidate ahead of the other? Why?*

**💬 Now Let’s Debrief!**

* Which skills were most commonly selected across groups?
* Are these skills being taught or assessed in your current curriculum?
* How would you ***integrate*** these skills into your course?
* What changes could help better prepare students for a successful career, given what employers are looking for?