**Arrival, introductions, overview: (Anthony)**

* Introduce panel
* Explain the overall recruitment process
* The interview will last around 40 minutes.
* Explain that we will ask you a mix of questions (behaviours, strengthen and technical questions)
* Explain that there will be time for candidates to ask the panel any questions at the end
* Check if they are comfortable or if there any adjustments, we can make that would help
* Check candidate is ready to start

**Behaviours**

Leadership; Making effective decisions; and, Communicating and Influencing

**Leadership -** How would you describe your leadership style? Can you give an example of when you went against your leadership style?

* Risks
* Benefits
* Why did you use this approach

**Making effective decisions -** Give an example of when you worked on project with little or no evidence and how you built the evidence base

* What approach(es) did you use
* What made this a success?
* Challenge

**Communicating and influencing –** Can you give us an example of a piece of analysis which has influenced policy decisions?

* How did you approach the problem?
* How was it tailored to the audience?

How did you ensure that the silent messages were understood

**Strength**

* 1. What does a good day look like for you?
  2. What do you like least in your current role?

No follow-ups (except to ask to expand)

* 1. What do you enjoy about leading a team?
  2. Do you like making difficult decisions?
  3. Do you enjoy communicating to non-specialists?

**Technical**

Given the current crisis in Ukraine, a number of developing countries around the world would like to devlop nuclear power plants. SoS asks you to pull together a paper on the economics assessment for subsiding a new nuclear power plant?   What would this cover?

* Cost of capital
* Lower carbon costs
* Jobs
* Export possibilities
* Positive externalities

Against

* Operational risks and the associated safety concerns,
* Cost of building
* Cost making it safe
* Long term cost on nuclear waste
* Nuclear weapons proliferation concerns (by products)
* Adverse public opinion

**Close & candidate queries (Anthony)**

* Offer candidate opportunity to ask any final questions / comments
* Thank them for coming