## Questions for Research interview

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| What we look for (comb ALC criteria/TT criteria):   * Good perspective of the research field in which they wish to bring innovation (knowledge, ambition, self-propelling) * Actively develops productive collaborations. * Shows ability, or at least experience in, acquiring indirect and contract funding projects. * Shows demonstrable experience in making a substantive contribution to working groups, committees or project teams in the field of research. |

### Criteria: Research (± 20 min)

1. Please clarify your reasoning for choosing the research vision and plan that you just presented. (if we want to press them: Please address urgency, importance/societal relevance and your fitness to execute it.)
2. Given the expertise you have and want to develop yourself,
   1. what are the most important fields of expertise you want close at hand to successfully develop your research lines?
   2. who are the people with the relevant expertise you need?
3. How does your area of research contribute to our faculty/department ambitions?
4. What are the likely academic challenges in your field of research be in the coming five years?

### Criteria: Innovation (± 10 min)

1. What was the impact of your work?
   1. Can you describe a situation when you were able to apply your previous experience to a current problem where real-world problem society or industry faces?
   2. How did you tackle that situation?
2. If the department would give you 1MEuro, what is the first thing you would do?

### Criteria: Impact & funding (± 10 min)

1. What are for you the most important avenues to expand your (inter)national academic visibility?
2. Do you have ideas how your research results can feed into education, your societal partners (industry, research institutes, governmental bodies), and the public?
3. What strategy will you use regarding funding?

### Questions from the candidate ± 5-10 min.

## Guidelines for Vacancy lead/interviewers to explain to all candidates

Please discuss with committee members before the candidate comes in the structure of the interview, the questioning and scoring guidelines enclosed in this document.

**Start the interview on time!**

1. Welcome the candidate.
2. This interview will take max. 60 min.
3. You have prepared a pitch of 10 minutes on ….
4. After that we have 40 minutes interview.
   1. We have some fixed questions for all candidates so we can make a fair decision.
   2. We anticipate no more than a max. 2-3 minutes per question.
   3. Try to keep the answers short and to the point.
   4. Do not worry if we say we will move onto the next question. We wish to cover a range of topics in this short time span.
5. We wish to reserve approx. 5-10 min time before the end of the interview for your questions.

**End the interview on time!**

Guidelines for the interviewers

**Questioning:**

We want to reduce bias during the interview process in the way we assess the candidates and compare them with their peers. For this we have prepared a series of standard questions. We would like to ask you to present each candidate with the same type of questions and spend approximately the same time per topic. Discuss with your vacancy lead before the interview who addresses which topics. And try to maintain this pragmatically with each candidate in order to reduce bias in assessment.

**Scoring:** Write down your scores on the form during or directly after the interview. Check the sheet that the candidate's name is correct, your name is on it and the topic of the interview is correct (Research, Education or Leadership). Make sure your score sheet is filled in with 4 scores ranging from 1 to 4 per topic. You can write comments on the scoresheet during the interview. These forms will be collected, the scores will be processed, and the sheet will be returned to you with the notes for the end of day evaluation meeting.

**Do not discuss the candidate** with each other after the interview days. The first time candidates are discussed with someone else is during the evaluation meeting at the end of the day.

**Evaluation** at the meeting at the end of the day the three candidates will be discussed. You will be given back your scoring sheets. As well as an aggregated scores over all candidates. The evaluation will be per criteria to discuss the three candidates (as opposed to discussing candidate 1 completely, candidate 2 etc it will be criteria 1, criteria 2). This to minimize bias. Soft info from dinner, lunch, and labtour will be weighed if required and the information of the trail lecture will be reported in person to you as committee.

**Thanks for your participation and help in selecting our future staff!**