Suggested interview questions: Academic Level C

Outlined below are a list of questions, which are intended as a guide to assess the suitability of a candidate under consideration for an Academic Level C appointment. Not all questions are required to be asked and additional questions may be added. This guide offers a variety of questions for the panel to select from, as most relevant for the individual position and may be tailored as required.

These questions are aligned to assess performance against the Criteria for Academic Performance.

Welcome and introduction *(Facilitated by the Chairperson)*

- Welcome the applicant;
- Acknowledgement of country;
- Introduce the applicant and other panel members;
- Share the agenda for the interview and timing; and
- Advise the applicant not to make any assumptions when answering questions particularly if they know panel members

Opening questions

1. Talk us through your experience why you have applied for this position.
2. Talk us through your career plan. How does this position fit in with your overall career plan?
3. What type of work really interests you? On the other side of the coin – what disinterests or frustrates you?

Teaching domain

4. Please tell us about your experience in leading the student experience through teaching.
5. Can you tell us about an innovative curriculum or assessment which you have designed?
6. Tell us about your experience in modifying pedagogies to increase participation and student outcomes?
7. Can you please discuss with us how you leverage your education collaborations to continue your own professional development in the design and delivery of teaching programs?
8. Describe to us your experience in leading program or course innovation.

Research domain

9. Describe a recent research project which you have led or contributed to in your discipline which has resulted in national or international recognition or outcomes.
10. Please tell us about your current competitive funding and plans for securing future funding.
11. Tell us about the contributions you have made towards the translation of research or commercialisation of IP?
12. Can you provide an example of a research team which you have established and lead. How did you lead towards multidisciplinary or external collaboration?
13. Can you tell us about your service contribution to your research discipline, including editorial boards, review panels etc.

Student and researcher development domain

14. Please talk us through your track record of PhD supervision towards completion outcomes.

15. How do you lead high quality, ethical and responsible research?

16. Please discuss your experience in building research capability and skill in early career researchers?

17. Tell us about your leadership style. How do you build diverse teams which foster inclusion and respect?

18. Can you tell us about a student or academic you were supervising, who was struggling with performance or milestones? What did you do to support them?

Citizenship and service domain

19. Tell us about how you lead the embedding of the UQ values across your team.

20. Can you tell us about your internal and external collaborations? What impact have you achieved as a result of multidisciplinary collaboration?

21. Through your previous experience, how have balanced your personal research performance with the broader institutional reputation?

22. Describe your approach to external partnerships which advance the standing of UQ as a leading research university on the global stage.

Additional or project specific questions

Additional questions may be added specific to the position, team or project the potential candidate will be joining. When considering additional questions, it is important to remember, candidates being assessed at Academic Level C will be:

- Developing their leading, consultative and collaborative approach

- A national leader with an emerging international profile in their discipline

- Contributing to innovative and cutting-edge solutions to real world problems

- Creating impact and demonstrating significant contributions to community

- An established leader with a demonstrated track record of capability development

Sample question openers could include:

- Tell us about your experience leading…

- How are you innovating…

- What have you established…

- How have you driven…

Closing questions

23. What support would you like from us if you were successful for this opportunity?

24. Is there anything else in your background that we haven't covered that you would like to highlight?

25. If you were successful, when would you be available to commence?

26. Are you currently active in any other recruitment processes?

27. Do you have any leave or other commitments over the next 12 months?

28. Do you have any questions for us?

29. Provide the candidate with a realistic timeline and next steps for the recruitment process.