



## Suggested interview questions: Academic Level B

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 B 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 teaching and contributing to the student experience.
5. What considerations do you make in the selection of appropriate pedagogies to drive student engagement. How does your personal teaching philosophy influence this?
6. Tell us about your experience in the design and improvement of curriculum and assessments.
7. Can you talk to us about your experience in coordinating courses and elevating student experience?
8. Tell us about your previous experience in education collaborations. How did you build the relationships to facilitate these collaborations?

### Research domain

9. Please tell us about your research to date. How do you see your research contributing to the research profile in your discipline in the coming years?
10. Can you tell us about your experience in competitive funding applications or research partnerships?
11. Tell us about the translated impact of your research on the community? Have you had any successes in IP generation or commercialisation outcomes? If no, what has your biggest result or outcome to date?
12. Tell us about your track record of research partnerships. What role have you played in developing these relationships?
13. What is your experience in developing research teams or research capability?



## Student and researcher development domain

14. Tell us about your experience in the supervision of students or junior academics.
15. Can you describe your previous experience in the development of research capability in HDR students or junior academics?
16. In your discipline, what does responsible conduct of research look like in practice?
17. Tell us about your leadership style. How have you effectively built teams with high performing culture?
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. UQ's values are creativity, excellence, truth, integrity, courage, and respect & inclusion. Do any of these values particularly speak to you?
20. Tell us about your involvement in your school, centre or institute? How have you collaborated previously with colleagues
21. Tell us about your track record in external or industry engagement. How did you identify and build these relationships?
22. If successful in this position, what does collaboration, both internal and external to UQ look like. How do you believe you will enhance your existing collaborations?

## 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 B will be:

- Actively contributing to and beginning to lead in their discipline
- Demonstrating emerging leadership capabilities
- Demonstrating an emerging national profile in their discipline
- Building a developing track record of achievement

## Sample question openers could include:

- Tell us about your experience engaging in...
- What is your contribution to...
- How have you engaged with...
- What is your knowledge or experience of...

## 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.