



Suggested interview questions: Academic Level A

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 A 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 formal and/or informal teaching.
5. What do you characterise as quality teaching? How do these differ depending on different cohorts?
6. Tell us about your experience in assisting in the design of curriculum and assessments.
7. Drawing on your experience, what do you think are the key considerations in strengthening the student experience in learning? Provide an example of creating an engaging and supportive environment.
8. How do you collaborate with other educators, administrators, or subject matter experts during the curriculum development process?

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?
10. In thinking about your discipline, what issues do you think might come in in the next few years and how many this influence your research direction?
11. Can you tell us about your experience in contributing to competitive funding applications or research partnerships?
12. What does research translation and impact mean to you?
13. Tell us about your previous exposure to external or internal research partnerships? What does interdisciplinary collaboration look like for you.



Student and researcher development domain

14. What opportunities have you had to provide supervision or mentoring to students?
15. Tell us about your aspirations in the supervision of students.
16. In your experience, how can we further support the student experience the development of skills and capability?
17. In your discipline, what does responsible conduct of research look like in practice?

Citizenship and service domain

18. UQ's values are creativity, excellence, truth, integrity, courage, and respect & inclusion. Do any of these values particularly speak to you?
19. Tell us about your involvement in your school, centre or institute? How have you collaborated previously with colleagues
20. How have you previously contributed to your discipline beyond your own research project?
21. If successful in this position, what does collaboration, both internal and external to UQ look like. How do you believe you will build on these 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 A will be:

- Contributing to, participating in, or assisting with activities or initiatives; not leading them
- Demonstrating emerging or future oriented capabilities
- Conceptualising their knowledge and/or skills in particular areas of assessment
- Growing their profile and reputation as an academic

Sample question openers could include:

- Tell us about your experience participating in...
- What is your exposure to...
- How have you assisted with...
- What is your understanding of...
- How will you...

Closing questions

22. What support would you like from us if you were successful for this opportunity?
23. Is there anything else in your background that we haven't covered that you would like to highlight?
24. If you were successful, when would you be available to commence?
25. Are you currently active in any other recruitment processes?
26. Do you have any leave or other commitments over the next 12 months?
27. Do you have any questions for us?
28. Provide the candidate with a realistic timeline and next steps for the recruitment process.