



Suggested interview questions: Academic Level A and 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 A and 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

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

Teaching domain

- Please tell us about your experience in formal and/or informal teaching.
- What is your approach and methodology in teaching?
- What do you characterise as quality teaching? How do these differ depending on different cohorts?
- Tell us about your experience in the design of curriculum and assessments.
- 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.
- How do you collaborate with other educators, administrators, or subject matter experts during the curriculum development process?
- Talk us through your experience in the preparation, delivery and management of course modules.
- What is your teaching philosophy and how would you apply this to teaching in your discipline? Are there any other disciplines more broadly that you would be interested in contributing to in terms of teaching?
- From your experience, what are the key challenging in implementing university policies and procedures with a diverse and distributed cohort of students? Give us examples of the strategies you have used to deal with this challenge.
- Please tell us about your experience in teaching and contributing to the student experience.
- What is your approach and methodology in teaching?

In addition Level B questions:

- Tell us about your experience in developing teaching strategies, approaches and materials and give examples of how your experience to date will influence how you approach this position.
- What considerations do you make in the selection of appropriate pedagogies to drive student engagement. How does your personal teaching philosophy influence this?
- Can you talk to us about your experience in coordinating courses and elevating student experience?



- Tell us about your previous experience in education collaborations. How did you build the relationships to facilitate these collaborations?
- Talk us through your experience in the preparation, delivery and management of course modules.

Student and researcher development domain

- Please tell us about your experience with course coordination and participating in other student experiences?
- In your experience, how can we further support the student experience the development of skills and capability?

In addition Level B questions:

- Tell us about your experience in the supervision of students or junior academics.
- Can you describe your previous experience in the development of research capability in HDR students or junior academics?
- In your discipline, what does responsible conduct of research look like in practice?
- Tell us about your leadership style. How have you effectively built teams with high performing culture?
- 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

- UQ's values are creativity, excellence, truth, integrity, courage, and respect & inclusion. Do any of these values particularly speak to you?
- Tell us about your involvement in your school, centre, or institute? How have you collaborated previously with colleagues?
- 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?
- How would you approach student recruitment and promotion of the school, centre or institutes profile?
- This role involves participating in a range of internal service roles and processes. Can you provide some examples of where you have previously been involved in internal service?

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
- 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 participating in...



- What is your exposure to...
- How have you assisted with...
- What is your understanding of...
- How will you...
- 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

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