

# Interviews in a Nutshell



## Interviews are a Two Way Process

**Interviewer**

**Interviewee**



Are you the right person for the job?

Is this the right job for me?

# What Kind of Interview?



## ❖ Industry:

- Internship?
- Full time?

## ❖ Research:

- Industry?
- Academia?

- ✓ Would you make a good colleague?
- ✓ Will you be able to do the job well?  
= your skills and experience
- ✓ Are you really motivated to do the job?  
= evidence that you really want it
- ✓ Will you fit into the organisation?  
= what kind of person you are

# Classic Industry Questions



## General:

- What would you say has been your greatest failure?
- What is your preferred role in a team?

## Technical:

- Write the pseudocode to reverse a linked list. What is the run time? Now, make it faster.

- **Puzzle:**

Four people need to cross a rickety rope bridge to get back to their camp at night. Unfortunately, they only have one flashlight and it only has enough light left for seventeen minutes. The bridge is too dangerous to cross without a flashlight, and it's only strong enough to support two people at any given time.

Each of the campers walks at a different speed. One can cross the bridge in 1 minute, another in 2 minutes, the third in 5 minutes, and the slow poke takes 10 minutes to cross. How do the campers make it across in 17 minutes?

# Classic Academic Questions



- What is your approach to advising students?
- What is the most important question in your field?
- What is your teaching philosophy?

# Before the Day...



- Research the employer/sector/job
- Study job description and candidate specification
- Consider why you want this job
- What can you offer/ your Unique Selling Points?
- Prepare responses to questions
- Prepare your own questions

# On the Day...You Want to Find Out:



- How will my performance be measured?
- Who would I be working with?
- What would the key objectives be in the first sixth months of the job?
- What would my future career prospects be like?
- What training/support can I expect?
- What happens next?
- When will I know your decision?
  
- Not about salary, working hours, holidays etc!

# On the Day...



- Arrive early
- Look the part!
- Make sure your mobile phone is off!
- First impressions: body language & mannerisms
- Be polite to all those you encounter
- Be positive!
- Act naturally!
- Be attentive, listen carefully
- Answer questions fully but succinctly

# On the day...Avoid



- Over confidence
- Being too familiar
- Being negative
- Smoking/drinking/chewing gum!
- Arguing
- Criticising others
- Asking about salary and conditions in an inappropriate way
- Any other points.....?

# Salary



- **Don't talk about salary too soon**

It is best to discuss this *after they have offered you the position* and before you have accepted it.

- **If asked about salary right away, change the subject**

Try, “I don't want to box myself in terms of salary right now. If you don't mind, I'd like to focus on the value I can produce for your company”

- **Do your research and prepare to negotiate**

Before you go into the interview, know the going rate for your experience and position. Websites such as [Salary.com](https://www.salary.com) can give you a good idea of your salary range