STANDARD INTERVIEW QUESTIONS FOR POSTDOCTORAL SCHOLAR APPLICANTS

Following are suggested guidelines and questions to use when interviewing an applicant for a postdoctoral scholar position:

- Inquire about the applicant’s experience with (if these are expectations associated with the postdoctoral position that is advertised):
  - Specific research methods
  - Mentoring students
  - Working with lab personnel
  - Teaching courses
  - Developing a course
  - Writing and publishing papers
  - Assisting with grantwriting
- How did the applicant hear about the postdoc position?
- When did the applicant complete his/her Ph.D. (or other appropriate doctorate)?
- If the applicant has not completed her/his doctorate, when do they plan to do so (and will this be before the hiring date as all postdoc hires need to have completed their doctorate prior to beginning a postdoctoral appointment).
- Ask the applicant to describe her/his work style (in terms of ability to work independently, work hours, work ethic, etc.)
- Ask the applicant what he/she hopes to gain from the postdoc experience.
- Inquire about the applicant’s career goals; for example, does she/he hope to become a faculty member, work in industry, etc.?
- What are the top three accomplishments the applicant has had?
- What are the top three goals the applicant hopes to achieve during her/his postdoctoral appointment?
- How would the applicant’s current faculty advisor and/or supervisor describe the applicant?
- What questions does the applicant have about the postdoc position?