

Job Interview Guide – Questions for industry interviews

Introduction - Questions for industry interviews

A job interview is all about deep diving into your competences, motivation and cultural fit. Typically you will be asked a lot of questions. Before the interview, prepare by reading the ad again. Think about which questions that might be asked, and practice giving convincing answers. Below is a list of common types of questions. Also, consider what questions you may have for the interviewers.

You don't necessarily have to practice the answer to all the question below. Some of them are different ways of asking the same thing.

Typical start question

Tell us about yourself.

Company specific questions

What do you know about our company / organization already?

What do you think our company / organization is best known for?

About your motivation:

Why are you interested in working here? / What attracts you to our company?

Why are you interested in this particular position?

Why are you looking for a new job?

Why are you leaving your current job? (or: why isn't it being prolonged?)

What aspects of your work do you find particularly motivating?

What did you like/dislike about your last job/your PhD/your postdoc?

What was the low point (if any) of your PhD/postdoc and how did you deal with it?

Your Career

Tell me about your career to date.

What was your motivation for doing a PhD / post.doc?

Why did you choose to do your PhD / post.doc at X department or University?

What have influenced your career choices to date?

Where do you see yourself in 5-10 years' time?

How do you think this position will help you achieve this?

What has been the highlight of your research career to date?

Moving to Industry

Why do you want to leave academic research?

Why do you want to move to industry?

What differences do you think there are between working in academia and industry?

What new challenges do you think you will face working in industry?

What is your perception of working in a company in terms of publishing? And personal freedom?

Competence / skills questions

What relevant skills do you have for this role?

What are your strengths?

What are your weaknesses?

Can you give any examples of your responsibilities?

Which learnings do you take with you from your PhD / post.doc position?

Which results have you achieved during your PhD / post.doc position?

HR / behavioral questions

Teamwork

How do you like working in a team?

Do you prefer to have your own project or work with others?

Can you give me an example where you have worked well in a team?

What is most important in ensuring successful team?

Time management

Give an example of when you had several deadlines and how you managed them.

How do you deal with stress in the workplace?

How do you deal with tight deadlines or an overload of work?

In our firm, projects can be cancelled any time. How would you react to that?

Management & supervision

What kind of manager would you like to work for?

In this role, ideally how would you like your effectiveness to be assessed?

Have you ever supervised another colleague's work and, if so, how did you do this?

Have you ever motivated someone and, if so, how did you do this?

Communication / conflict

Can you give me an example when you have had to communicate with groups of people with different expectations?

Give me an example of a time when you had to explain something difficult to someone.

Can you give me an example when you have resolved a conflict?

Can you mention a difficult situation and how you dealt with it?

Describe a time when your peer in the team was not performing well. How did you deal with it?

Learning from mistakes

Can you give an example of when you have realized that you have made a mistake – what did you do about it? What would you do if the situation arose again?

Collaboration

Give an example of when you've worked on a cross-departmental team.

Have you ever worked in a multidisciplinary environment?

Personal questions

Tell us about your hobbies.

When are you able to start?

Are you willing to travel for the job?

What are your expectations to salary & benefits?