

# Post Doctorate Industry Interview Preparation



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# Job Search Strategies

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- Company websites
- UB Career services
- Campus recruiting (Fall / Spring)
- Prints ads
- Job boards
- Skill or industry specific sites
- Networking sites



# What Do Companies Look for?

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- These will get you an *interview*:
  - Degree
  - Knowledge / Expertise / Experience



# What Do Companies Look for?

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- These will get you *hired*:
  - Interpersonal / team skills
  - Communication skills
  - Leadership
  - Action orientation
  - Creativity
  - Application of technical knowledge



# Interview Preparation

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- Create an effective resume / CV
- Know your resume
- Prepare and practice answers to behavioral questions
- Assess your career direction
- Research the company
- Prepare your seminar
- Prepare questions to ask
- Select and check your attire



# Execution

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- Carry/conduct yourself well
- Take initiative
- Be yourself (your *best* self!)
- Think before you answer



# Post-interview

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- Follow-up
  - E-mail 'Thank You' notes
  - Call when appropriate
- Analysis
  - For what were you unprepared?
  - What could you have done better?



# Behavioral Interviewing

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- Provide actual experience to exhibit abilities
- Follow S\*T\*A\*R
- Be prepared to answer “What did you learn?”



# Sample Questions/Follow-on Probes

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## *Interpersonal / team skills*

- What was your greatest challenge in working with a team?
  - ❖ How did you resolve those issues?
  - ❖ How did the team perform? What could they have done better?

## *Communication Skills*

- Tell me about a time when you had to communicate something to someone who had difficulty understanding you.
  - ❖ How did you resolve the problem?
  - ❖ What would you do differently now?

## *Leadership*

- Tell me about a time when you led a project or activity.
  - ❖ What did you learn from the experience?
  - ❖ What would you do differently now?



# Sample Questions/Follow-on Probes

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## *Action orientation*

- Give me an example of something on which you worked that required you to take initiative.
  - ❖ What were the issues/problems that you faced?
  - ❖ How did you work through them?

## *Creativity*

- Talk about a situation (at work or school) where you had to solve a problem in a new or different way.
  - ❖ How was your solution novel?
  - ❖ How was it received?

## *Application*

- How do you think you might apply your technical knowledge / experience in industry?
  - ❖ How could you apply them at our company?
  - ❖ What are your short and long-term career goals?



Questions?

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