# Sample employer questions

## Example questions for one to one interviews or discussions

1. Give a brief overview of your organisation and role within it.
2. Give a brief overview of your professional experience.
   1. How did you get to where you are today?
3. Why do you do your job?
   1. What made you choose to work at your organisation?
   2. Why are you passionate about your industry?
   3. What are your favourite aspects of the job?
   4. What are your least favourite aspects of your job?
4. What is it about the industry that keeps you motivated?
   1. What are the opportunities for growth and career progression in your organisation/industry?
   2. What kind of career development/training does your organisation provide?
5. What attributes would someone need to be successful in your organisation/function?
   1. Which skills (technical and transferable) are in demand? Can you give an example of how they apply in your organisation/function?
   2. What type of person would thrive?
   3. Are there many opportunities for highly skilled people from a range of backgrounds?
6. Are you aware of postdoctoral researchers? And if so, what type of job roles/titles would be appropriate at postdoc level in your organisation?
7. What would be your top tip for getting a role in your organisation/function?
   1. Is networking important?
   2. Is it crucial to have certain knowledge before applying?
8. Could you describe your recruitment process?
   1. What makes a prospective employee stand out to you?
   2. Could you provide an example of how an applicant might demonstrate their skills during the recruitment process?
   3. What are some of the common mistakes or pitfalls you see in the recruitment process?