

Preparing for your interview

There is no one standard approach to interviews in a scientific research institute. How the interview takes place; the number of interviewers, whether there is a test, if there is a practical exercise, if there is a presentation will all be determined by the recruiting manager. There is however some standard steps that you can take which will help you to get the best out of your interview.

Undertake some research about the Institute

If you are applying for one of our research positions it is likely that you will already have some knowledge of the Institute and the research it undertakes. However it is always worth visiting the web site to gather further information. You will be able to explore specific scientific projects, gain further information about the team that you might be joining, get biographical details about the lead scientists, and understand the ethos and vision that drives our scientists.

Be Prepared

If you have been asked to make a presentation, undertake a test or practical activity; where possible make sure you understand what is required.

Think about how you best fit the role for which you are applying and how this can be demonstrated at the interview. Consider both the soft and the hard skills that will be needed to fill the role and be prepared to give examples of how you have used these skills in the past. Be prepared to answer questions that arise from your CV. If you are asked specific questions about experience back this information up with practical examples.

It is likely that you will be asked a range of questions, consider what these could be in advance and think through how you might respond.

Make sure that you answer all questions openly and honestly and if you don't know the answer to a question be prepared to admit this. Most recruiting managers won't expect their employees to have all the knowledge they need to do the job.

Remember this is not only the opportunity for the recruiting manager to determine if you are the right person for the job but also for you to decide if you want to work at the Sanger Institute. Prepare some questions that will help you to understand more about the job, more about the people you will be working with, what is expected of you in the role, the benefits of working at the Institute etc. what it's like working at the Sanger Institute.

On a Practical Note

If you are travelling from overseas and are not an EEA national make sure you have the correct visa to allow entry into the UK. If you are unsure contact the HR Team at the Institute hrservices@sanger.ac.uk.

Make sure you know the interview location and who you will be meeting, and leave plenty of time in case of delays in travel. Make sure you have with you the telephone number to contact the Institute in the event of an unavoidable delay.

