

Preparing

- Review your application – identify key strengths and weaknesses across the 3 areas (teaching, research and governance/engagement). Be ready to speak to these.
- Map your academic journey against the WSU strategic directions and identify areas of alignment (past and future).
- Think about your main impact contribution in each area: how has your teaching/research/governance/engagement made a difference – why does the approach you have taken matter?
- Be future-orientated: ‘If I got this promotion, what will I be doing differently in my new, more senior role? What new responsibilities do I plan to take on?’.

During the interview

- It will probably feel daunting and intimidating so remember what works for you to calm your nerves.
- Share your passion about your research area, don't be afraid to show this.
- Know that the panel really want you feel to feel comfortable. They are on your side. They want you to do well.
- Get comfortable, breathe. Take a moment to think through your response if you need. Do speak directly to the question.
- Don't use jargon, speak in plain language and make it accessible to people outside your discipline.
- It's only 15 mins. You will likely have **three questions** (one for each area), perhaps a follow-up question for one or two of these.

After the interview

- Most people beat themselves up about how they could have answered the questions better. It's not worth it!
- You've given it your best. Take some time to unwind and let it go since it is now out of your hands!