

Possible Questions

Below a selection of possible questions for inspiration

Question time

- Avoid static question rounds and ensure that committee members do not spend too much time on a topic (chair)
- Ask short and sweet open questions: Who? What? Where? When? How?
- Give the candidate time to think.
- Ask in follow up questions for underlying reasoning, conclusions and lessons learned.
- Ask for concrete examples of past experience (Please describe the situation, What was your task?, What did you do or say?, What was the result of this?, What is your lesson learned?)

Research and Valorisation

Q1.

You have just presented your vision on research. Could you explain what the thought process was that you used to develop your research ideas?

Please also comment on how you connected them to this position and the section?

How did you develop a feasible strategy?

Q2.

What makes TU Delft, and in particular the Geoscience and Remote Sensing group your preferred place to advance your academic career?

Can you name specific groups or people within TU Delft you would like to collaborate with besides the Geoscience and Remote Sensing group? And why?

Q3.

What is your planned strategy towards funding your research for the coming years? How would you define success in terms of acquiring funding?

Q4.

Which stakeholders are, in your opinion, most relevant to your line of research? How would you bring these stakeholders into your research plans?

Q5.

Which physics-oriented finding in your research are you most proud of or passionate about, and why? Which method-oriented finding are you most proud of or passionate about, and why?

Q6.

What is the biggest contribution you have made to your field of research? In this regard, what did you achieve independently and what did you achieve together with others?

Q7.

What do you need to achieve your vision in terms of research? How will you go about obtaining these means? Do you have a plan for obtaining the means, and what are the most important milestones of the plan?

Q8.

How have you defined your research area and why this topic?

Q9.

Are there any national/international programmes/networks that apply to your field of research? What is your role here?

Q10.

Do you serve on the editorial board of an academic journal? What is your role?

Q11.

What experience do you have of organising conferences? What were your responsibilities?

Q12.

Are you involved in assessing project proposals? What is your role here?

Q13.

Do you have experience in writing grant proposals?

Q14.

What makes you successful at procuring funding?

Q15.

What does your publication strategy look like?

Q16.

Do you have ideas about collaborative partnerships you wish to enter into in this position?

Q17.

What are the likely academic challenges in your field of research be in the coming five years?

Q18.

What impact have you had thus far in your research area

Q19.

Which article is worth the most to you and why? Impact, process, collaboration, innovation?

Q20.

What is your societal contribution and what choices have you made of will make in that direction?

Q21.

What is your planned strategy for funding your research for the next few years?

Q22.

How would you define success in terms of obtaining funding or societal impact?

Q23.

What is the most common publishing strategy in your area? who is listed first? The author who has written the most or, say, the full prof? Which Keyword would identify you on one of the first pages in Google Scholar?

Q24. What is the most important scientific research question that you would like te see answered in the next 5 years?

Q25.

What niche will your next PhD candidate focus on?

Education

Q26.

What is your experience with and vision on teaching large groups (100 students and over) ? and small groups (less than 20)?

Q27.

What is your experience with and vision on the implementation and application of modern insights on education (modular approach with focus on interaction, project-based, multi-disciplinary) ?

Q28.

How do you assure that as a teacher you offer a safe learning environment?

Q29.

I can see from your presentation that you aim to be an inspiring teacher. Could you say more about your strategy and approach in achieving this?

How do you deal with students who fall behind? What extra ideas do you have to you inspire them?

Q30.

What is your teaching style? When do you adopt which style?

Q31.

What could you specifically contribute to our curriculum with your teaching skills and goals?

Q32.

What do students think of your teaching - how do they experience it? What feedback do you get, and what do you do about it?

Q33.

What experience do you have of supervising graduating students/PhD candidates? How do you approach this?

Q34.

Do you have experience of teaching in English, in a multicultural context? Where is the challenge for you? What is your vision on this?

Q35.

What do you do when you get the idea a student is not going to get through? Could you give a real-life example?

Q36.

What is your experience of using digital resources for teaching purposes?

Q37.

To what extent is your teaching based on your research? Could you give an example?

Q38.

Do you have any experience of developing and/or innovating teaching programmes? If so, how?

Q39.

What do you do to improve the teaching in your organisation?

Q40.

How do you involve your colleagues in teaching and how do you ensure you know what they are doing and vice versa?

Q41.

How do you ensure that your teaching does not suffer from your research activities and vice versa?

Q42.

What did you learn from your previous teachers and how did they inspire you?

Q43.

What teaching competency are you most proud of or most impactful?

Q44.

How do you involve your colleagues and make sure you know what they are doing?

Q45.

What is the most innovative teaching method you used.

Q46.

Do you have experience teaching in a multicultural context? How do you experience that compared to lecturing to a group of 'natives'?

Organization – Leadership

Q47.

What kind of national or international network do you bring into the group? How can your own group benefit from this. How can the Hydraulic Engineering group benefit from this. Can you give examples from past performance?

Q48.

How do you handle setbacks? Like your paper being rejected (again) or your grant proposal not being funded (again).

Q49.

What personal qualities do you bring to make diversity in a team successful? Can you illustrate this with a situation in which you had a steering role?

Q50.

Which of your personal skills need some further improvement/development to become a successful Assistant Professor and grow further in the academic world? Do you think training can help to improve this?

Q51.

What are your career highlights? What is the common thread running through your career? What are you proud of?

Q52.

What hobbies or other positions do you have? Which of your qualities come into play here?

Q53.

What important choices have you made in your career? Why were these important?

Q54.

What set-backs have you had in your career? What did you learn from them?

Q55.

How do you envision your future? What is your next step? Where do you see yourself in five years' time?

Q56.

Which organisational/coordinating roles have you had in the past? What is the most important thing you have learned from this?

Q57.

When are you at your most effective? What do you need to make this happen?

Q58.

How do others (e.g. colleagues, supervisors, students) describe you?

Q59.

What do others appreciate about you? What feedback do you get from your colleagues?

Q60.

What are the points you are sometimes criticised about? What have you done about this?

Q61.

Which good and improvement points might a (past) supervisor give you?

Q62.

What are you really good at and what would you still like to develop further?

Q63.

Which role(s) do you prefer to fulfil when working in a team? Could you give an example of this?

Q64.

How might your colleagues describe your collaborative/managerial style?

Q65.

Could you give an example of an instance in which you showed initiative and leadership?

Q66.

Has it ever happened that you and your supervisor had clearly different views of your duties? Could you describe the situation and sketch how you addressed this?

Q67.

Could you give an example of a situation in which you successfully motivated others?

Q68.

Could you sketch a situation in which you had to solve a problem with very little support or guidance? What did you do? What was the

result? What did you learn from this experience? Handling conflict How do you deal with stressful situations/disputes with colleagues? Could you give examples? What did you do? What was the result? What did you learn from this experience?

Q69.

Could you describe a situation in which you wanted your team to accept an idea or suggestion? What strategy did you use?

Q70

Could you sketch a situation in which the different members of a (working) group had conflicting interests? What was your role? How did you fulfil this role?

Q71.

Could you describe the atmosphere within your team? What concrete steps did you take during the past 6 months to maintain/improve this atmosphere?

Q72.

What motivates you in your work?

Q73.

Can you give examples that illustrate the fact that you have the competencies mentioned in the vacancy?

Q74.

Why do you wish to work for the faculty of Civil Engineering and Geosciences at TU Delft?

Q75.

Why did you choose a university career?

Q76.

What personal qualities do you bring to make diversity successful in a team? Can you illustrate this with a situation?

Q77.

Were you ever in a situation where you experienced that integrity was not acted upon. How did you handle it?

Q78.

Have you ever been involved in the selection of a new team member/PhD. What was important for you to assess and how did you do it?

Q79.

What feedback did you receive and what did you do with it.

Q80.

What are you most proud of/ how did you accomplish this?

Q81.

How do you ensure that your teaching is not compromised by your research activities?

Final questions

Q.82

What did you think of the interview?

Q83.

Are there things you would like to share with us that we have not asked you about?

Q84.

When would you be available to start this position?

Q85.

Are you applying for positions at other institutions?

Q86.

Do you have family accompanying you to the Netherlands? What is their situation as regards living and working in the Netherlands