



## Interviewing Tips

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# Topics to be Covered

- Reality Check
- Preparation
- The Campus Interview
- On-Site Interview
- Day Visit



# Reality Check

- It's a “buyers” market
- The “30-45” factor
  - The number of seconds needed to scan a resume
  - About 6,000-to-10,000 resumes/yr. vs. ~40 positions
    - Chemistry
    - Life Sciences
    - Engineering
    - Physical Sciences
    - Medical specialties (e.g., MD, PharmD, DVM, DDS)
  - The number of minutes allotted to give an interview or make a presentation
- Your research alone won't land the job



# Preparation for Interviews

- Analyze your strengths and weaknesses, personal and technical, and be ready to talk about them
- Research the company (web page a place to start) - prepare your questions
- Practice interviews
- For PhD's, prepare and practice your seminar



# The Campus Interview

- Which candidates should be invited for day visits?
- Typical interview (30 min)
  - Introduction, 2-3 minutes
  - Technical discussion of your work, 8-10 minutes
  - Data gathering by recruiter on other key factors, 10-15 minutes
  - Company information/wrap up, 5-8 minutes
- Tell me about your research...
  - Concise
  - Organized (talk sheet)
  - Relevant
  - Enthusiastic



# Comprehensive Interviews

- Your research alone won't land the job
- **SUCCESS DRIVERS**
  - Innovation and Reapplication
  - Mastery
  - Thinking and Acting Decisively
  - Leadership
  - Diverse Collaboration
  - Growing Capability
  - Being In-touch
  - Embracing Change
  - Operating with Discipline
- Consistent and objective standards
- Helps us cover all aspects
- Strength in these areas correlates with success



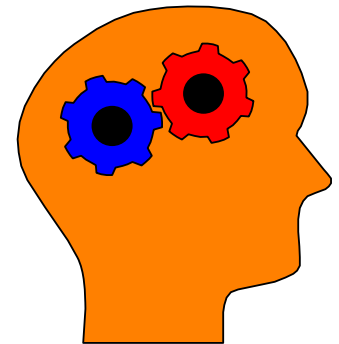
# Innovation & Reapplication

- Innovate holistically: consider total realm of what is available externally and internally
- Create solutions with the consumer in mind
- Exhibit a behavior of continuous improvement
- Reapply or connect and develop by thinking outside the box



# Applying Mastery

- Understand the business, the brands and the consumer
- Understand the organization, how things are done and decisions made
- Develop deep technical knowledge and apply it in a practical way





# Think & Act Decisively

- Integrate knowledge and think strategically
- Identify the issues, sort and analyze data and develop the solution
- Use judgment and experience
- Make timely decisions and do not let dilemmas go unresolved



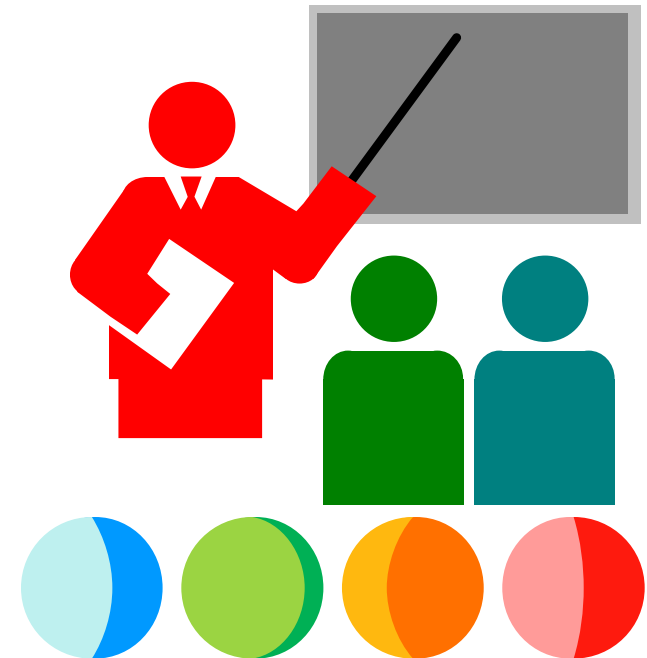
# Leadership

- Envision - start with the end in mind
- Engage others to share in the vision and the strategy
- Energize others by creating an environment that motivates
- Enable others by using their strengths and removing barriers
- Develop a clear work plan



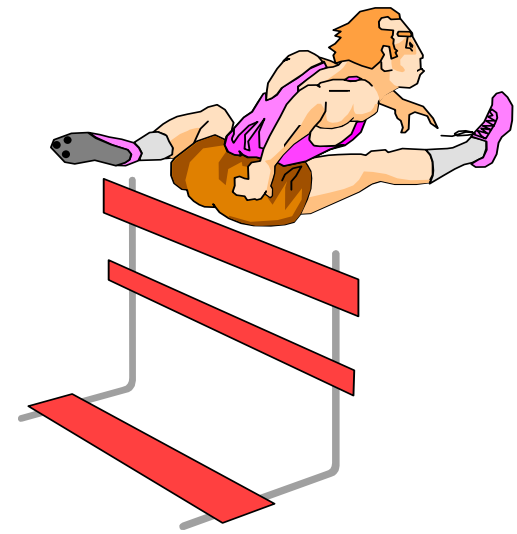
# Collaboration & Diverse Relationships

- Accept only an inclusive environment
- Collaborate across geographies and organizational boundaries
- Use external partners in a mutually beneficial manner
- Build external and internal networks
- Have genuine concern for the welfare of others



# Growing Capability

- Enable self: proactively seek knowledge
- Develop others
- Leverage individual diversity
- Reinforce existing capability
- Institutionalize learning



## Be In-touch

- Listen to understand
- Understand needs, trends, and opportunities
- Focus externally
- Turn insights into action
- Know your limitations and enlist others with relevant experience



## Embrace Change

- Be open to change and dissatisfied with the status quo
- Initiate change
- Be flexible, adaptive and versatile



# Operate with Discipline

- Operate with urgency and determination with the end result in mind
- Own your actions and be accountable
- Have a scarcity mentality
- Plan and follow through
- Focus on priorities
- Stand up for what is right



# Before the Interview...

- Try to anticipate questions and think through your responses
  - How would your best friend describe you?
  - Describe your ideal job.
  - What things about yourself would you improve?
  - Why did you pick this graduate school and professor?
  - Tell me about a time when....
- Think about questions you want answers to
  - Who determines technical direction of projects?
  - What would I be working on?
  - What is the future direction of R&D in your company?
  - What do you like and dislike about your job?





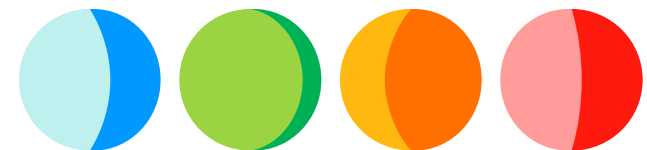
# On-Site Interview (Day Visit)

- It's the next culling step
- Do we want to extend an offer?
- Do they want to work for us?
- Typical Day
  - Introduction
  - Research Seminar for PhDs
  - Comprehensive Interviews
  - Lunch/Tour
  - Project Discussions
  - Debriefing (wrap-up)



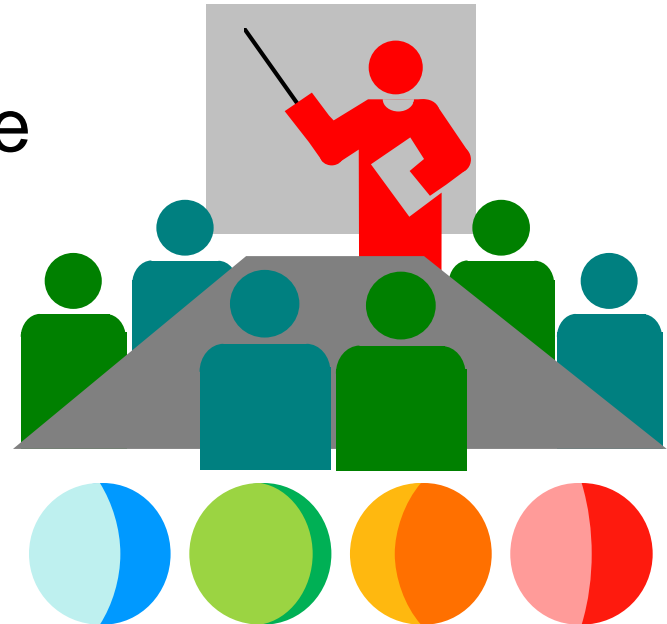
# The Research Seminar

- Very important - difficult, if not impossible, to recover from a poor seminar
- Key means of judging technical competence
- Also provides information on:
  - Collaboration/Communication skills
  - Drive and motivation (and stamina)
  - Interpersonal skills - poise, sense of humor

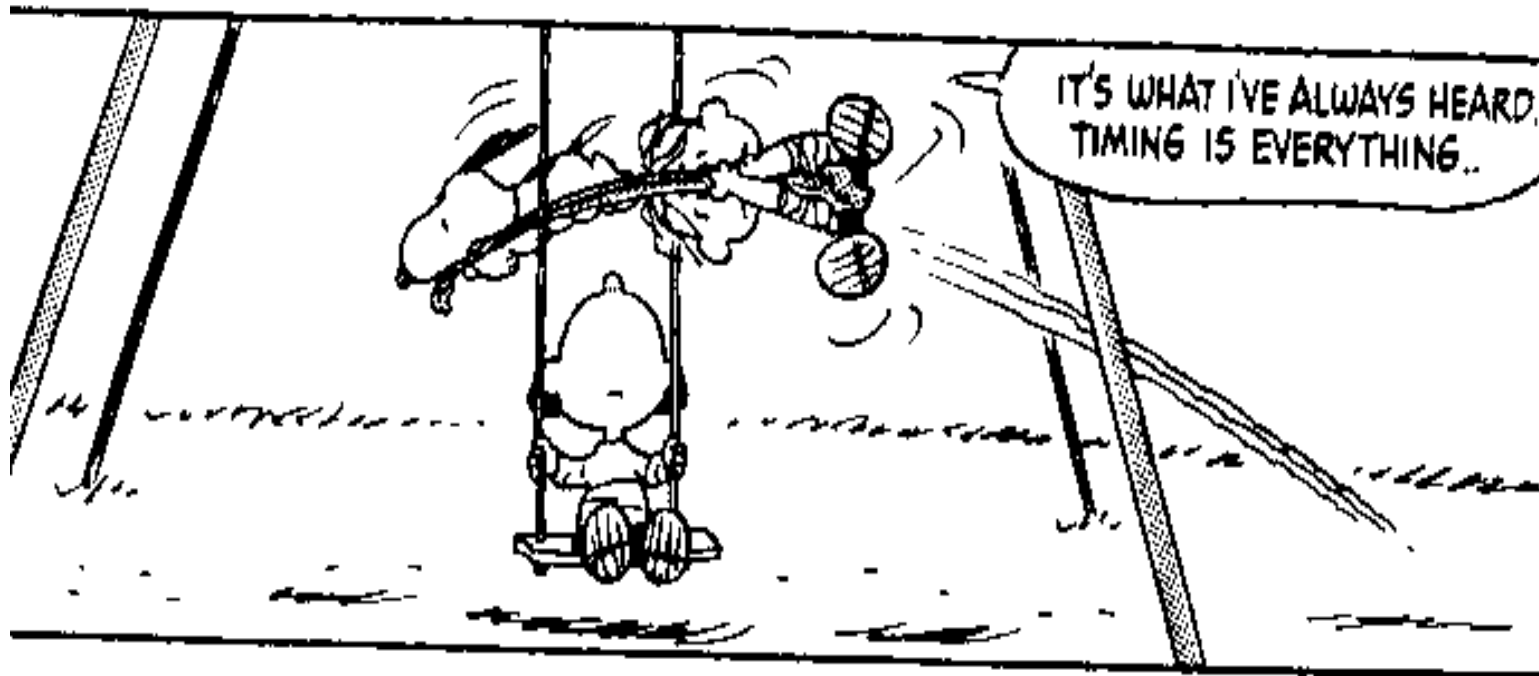


# Seminar Tips

- Ask about the audience and gage the talk to them
- Put the problem in context
- State the goals of the research clearly
- Provide the proper balance
- Demonstrate knowledge of the literature and other groups
- Be clear about your contribution
- Practice before hand
- Have fun

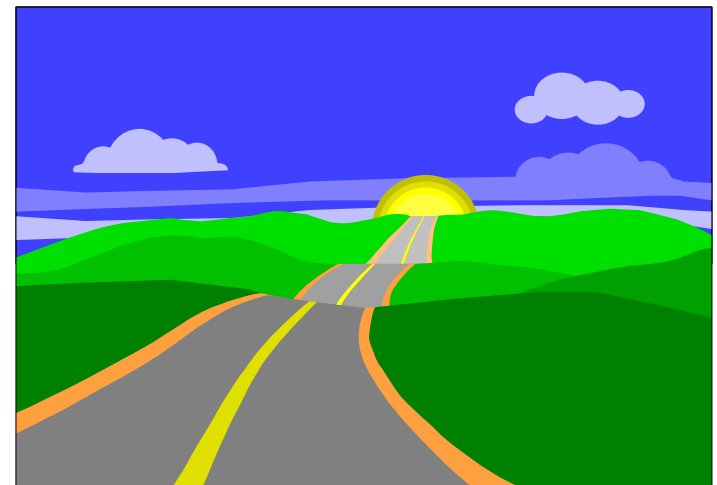


# It's a Competitive World, but...



## Looking for a Job -- It's a Job!

- Bad News: Supply is High and Demand is Low
- Good News: There are jobs out there and there are resources to help you in your search and preparation.
- Keep your chin up and prepare in order to maximize your chances!



## References of Interest

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