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 Reappplication
  - 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 & Reappplication

• 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...

IT’S WHAT I’VE ALWAYS HEARD. TIMING IS EVERYTHING.
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