

INTERVIEW SCHEDULE – THE SPECTRUM OF POSSIBILITIES

	Challenging Interview	Easier Interview	General Comments
Duration	2 days	½ day	Highly competitive position is more likely to have a multi-day interview; can start morning or afternoon
Research Presentation	1 hour	Not required	Know where presentation can be shortened in case of time crunch, may be placed anytime during schedule
Likely interviewers	Immediate supervisor, team personnel from other disciplines, HR representative, department colleagues, lab support staff, management	Immediate supervisor, a few department colleagues, head of department	Depends on sensitivity of position, size of company, interviewer schedules; expect changes to interviewer list
Length of interview	1.5 hours with immediate supervisor	~30 minutes with each interviewer	Depends on number of interviewers
Environment	Multiple interviewers	One-on-one	
Location	In a single conference room	Interviewers' offices	Escort between locations
Personal interviewing styles	Hostile	Enthusiastic	
Meals	Lunch: company cafeteria or local restaurant with 1-2 colleagues Dinner: local restaurant with supervisor and their management		