TOP 10 THINGS TO DO IN AN INTERVIEW TO IMPROVE YOUR CHANCES OF GETTING HIRED
1. Have an interesting presentation that takes into account that the hiring committee is not entirely made up of people in your field. In fact – field specific representation on the committee could be the minority.
2. As interesting as your presentation is, don’t let the committee dwell ONLY on your presentation. Your presentation is very focused on your current research. You need to show that you have more to offer than this – especially in the social sciences.
3. If you are asked to teach make disclaimers. Teaching is an interactive, relational, activity. To do so without the benefit of having first built a rapport with the students is contrived and not fully representative of what you are capable of as a teacher. Say this as well as through in some stuff about a teaching credo, etc. This will give you latitude with the committee in saying after you have taught how it would have been different if it was your class from the beginning.
4. Know your field – both specifically and broadly. Your research is at the narrowest part of a funnel – know the broader parts of the funnel because that is where you connect with the other field specific people on the search committee.
5. Dress well – show the committee respect in this fashion.
6. The dinner or lunch with the committee is an interview. This is where they figure out if they want you as a colleague.
7. Know your committee – but don’t brown nose. Figure out what to talk to them about but don’t let them know that you cyber stalked them. The exception to this is if your current work builds on the work of one of the committee members.
8. Make sure that your referees speak about your future potential. Get them to talk about networks you are part of and impacts on the field you have had nationally and internationally. Committees do not need your supervisor to narrate your cv.
9. Recognize when the questions have moved from the “let’s see what you know about …” to the “what do you think about …” to the “think with me about …”. Each of these types of questions require differing levels of conjecture and freedom on your part. When the committee wants you to conjecture and hypothesize use this as an opportunity to show how good you can be. DON’T ask them to reduce the question to a fact based one.
10. When the committee starts to argue enjoy the show. But then have something to say about the argument when they are done. State your opinion or make clarifying comments, etc.
11. Be able to answer the question – who will you be in 5 years?
12. Always remember that as much as the committee is interviewing you, you are interviewing them. Use this opportunity to decide if this is where you want to work.