



**UK Research
and Innovation**

UKRI FLF – Example Interview Process and Questions for Candidates

**If you require this information in an alternative format, please contact:
FLFpanel@ukri.org.**

This document provides examples of the topic areas that Interview Panel Introducing Members will be asking questions regarding and gives examples of the kinds of questions that will be asked during FLF interviews. These are just examples, and are not the actual questions that will be asked at interview.

In all cases the examples given are of the high-level questions used when interviewing each candidate. It is expected that follow up questions be asked as required in order to fully explore the answers given to the initial high-level questions.

As part of the interview, applicants will be asked to give a five-minute presentation entitled: *The Vision for my Future Leaders Fellowship*. This should cover both research / innovation goals and how the applicant will use the fellowship to establish themselves as a leader in their target area. Following this presentation three Introducing Members will ask questions. Each set of questions will last for approximately 7 minutes, with the total interview lasting for approximately 30 minutes.

Chair

- i. Tell us about any changes or updates since the original proposal was submitted.

Introducing Member 1: Research / Innovation focus: questions regarding the proposed programme of work.

- i. 2 – 3 key questions as highlighted by referees or at Sift Panel meeting.
- ii. With respect to the research / innovation, what do you expect to achieve with this Fellowship that you could not achieve with ordinary grant funding?
- iii. During your fellowship, how will you look out for any new or emerging risks to your research / innovation, and how will you monitor and mitigate any new or existing risks?

Introducing Member 2: Leadership and impact focus: questions regarding leadership and how applicants will develop their potential.

- iv. Tell us about the wider research / innovation field you work in, and its strengths and weaknesses? Why is your proposed programme important in this context?
- v. Describe how you have demonstrated leadership so far and how have you developed your leadership attributes?
- vi. What actions will you take to further develop and establish your leadership potential?
- vii. Why will your work have a major impact on the field or sector, and what can you yourself do to maximise its impact?

Introducing Member 3: Career Development focus: set questions regarding the added value of the fellowship, and how will it benefit the holder.

- i. Please describe how you've acted independently as a researcher / innovator?
- ii. By the end of your fellowship, what difference will this award have made to your career?
- iii. Tell us about the benefits you would see from the cohort approach and Development Network offering of the FLF programme.
- iv. How will your career development be supported throughout the fellowship?
- v. How will you support the professional and career development of the staff you will be responsible for?
- vi. How will you promote equality, diversity and inclusion in your team?

Final question from the Chair

- i. Is there anything else that you would like to raise to support your application?