

Research And Development Manager (r And D Manager) Interview Questions

1. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

2. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

3. Describe methods you have found effective to check raw ingredients for maturity or stability for processing and finished products for safety, quality, and nutritional value.

4. What is the most challenging part of inspecting food processing areas to ensure compliance with government regulations and standards for sanitation, safety, quality, and waste management standards?

5. Tell me how you organize, plan, and prioritize your work.

6. Share an experience when you applied new technology or information in your job. How did it help your company?

7. Give me an example of when you thought outside of the box. How did it help your employer?

8. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

9. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

10. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

11. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

12. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

13. What have you found to be the best way to monitor the performance of your work and/or the work of

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others? Share a time when you had to take corrective action.

14. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

15. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

16. Provide an example when your ethics were tested.

17. Name a time when you developed new food items for production, based on consumer feedback.

18. Walk me through how you develop new or improved ways of preserving, processing, packaging, storing, and delivering foods, using knowledge of chemistry, microbiology, and other sciences.

19. Describe an experience where you conferred with process engineers, plant operators, flavor experts, and packaging and marketing specialists to resolve problems in product development.

20. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

21. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

22. Share an experience you had in dealing with a difficult person and how you handled the situation.

23. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

24. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

25. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

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26. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

27. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

28. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

29. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

30. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

31. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

32. Share an effective approach to develop food standards and production specifications, safety and sanitary regulations, and waste management and water supply specifications.

33. Name a time when your creativity or alternative thinking solved a problem in your workplace.

34. Share a time when you studied methods to improve aspects of foods, such as chemical composition, flavor, color, texture, nutritional value, and convenience. What did you learn?

35. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

36. Name a time when your patience was tested. How did you keep your emotions in check?

37. What have you found to be the best way to test new products for flavor, texture, color, nutritional content,

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and adherence to government and industry standards?

38. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

39. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

40. Share an experience in which your willingness to lead or offer an opinion helped your company.

41. How often do you stay up-to-date on new regulations and current events regarding food science by reviewing scientific literature?

42. Tell me how you evaluate food processing and storage operations and assist in the development of quality assurance programs for such operations.

43. Share a time when you successfully used scientific rules or methods to solve a problem at work.

44. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

45. Provide a time when you dealt calmly and effectively with a high-stress situation.

46. Share an experience in which you've successfully learned how to handle a new piece of equipment?

47. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?